

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2043
Revision No.: 20
Date of Last Revision: 05/29/2002

State: California

Area: California County of Kern

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	11.32
Accounting Clerk II	12.35
Accounting Clerk III	13.86
Accounting Clerk IV	17.62
Court Reporter	17.04
Dispatcher, Motor Vehicle	14.52
Document Preparation Clerk	13.14
Duplicating Machine Operator	13.14
Film/Tape Librarian	11.50
General Clerk I	8.99
General Clerk II	10.11
General Clerk III	14.75
General Clerk IV	16.57
Housing Referral Assistant	15.93
Key Entry Operator I	11.13
Key Entry Operator II	13.63
Messenger (Courier)	10.04
Order Clerk I	11.78
Order Clerk II	12.28
Personnel Assistant (Employment) I	10.84
Personnel Assistant (Employment) II	12.17
Personnel Assistant (Employment) III	15.04
Personnel Assistant (Employment) IV	15.55
Production Control Clerk	15.16
Rental Clerk	12.27
Scheduler, Maintenance	12.46
Secretary I	12.46
Secretary II	15.28
Secretary III	15.93
Secretary IV	19.60
Secretary V	21.76
Service Order Dispatcher	14.64
Stenographer I	11.91

Stenographer II	13.80
Supply Technician	19.60
Survey Worker (Interviewer)	14.23
Switchboard Operator-Receptionist	9.74
Test Examiner	15.28
Test Proctor	15.28
Travel Clerk I	9.47
Travel Clerk II	9.97
Travel Clerk III	10.80
Word Processor I	12.22
Word Processor II	15.16
Word Processor III	17.03

Automatic Data Processing Occupations

Computer Data Librarian	12.88
Computer Operator I	12.80
Computer Operator II	14.81
Computer Operator III	17.87
Computer Operator IV	20.00
Computer Operator V	22.16
Computer Programmer I (1)	15.63
Computer Programmer II (1)	18.99
Computer Programmer III (1)	21.74
Computer Programmer IV (1)	26.28
Computer Systems Analyst I (1)	16.36
Computer Systems Analyst II (1)	23.69
Computer Systems Analyst III (1)	25.85
Peripheral Equipment Operator	14.67

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.23
Automotive Glass Installer	15.90
Automotive Worker	15.90
Electrician, Automotive	16.55
Mobile Equipment Servicer	14.36
Motor Equipment Metal Mechanic	17.23
Motor Equipment Metal Worker	15.90
Motor Vehicle Mechanic	17.23
Motor Vehicle Mechanic Helper	13.30
Motor Vehicle Upholstery Worker	15.42
Motor Vehicle Wrecker	15.90
Painter, Automotive	16.54
Radiator Repair Specialist	15.90
Tire Repairer	13.87
Transmission Repair Specialist	17.23

Food Preparation and Service Occupations

Baker	12.41
Cook I	11.20

Cook II	12.41
Dishwasher	9.15
Food Service Worker	9.15
Meat Cutter	13.45
Waiter/Waitress	8.77
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.54
Furniture Handler	12.87
Furniture Refinisher	16.54
Furniture Refinisher Helper	13.30
Furniture Repairer, Minor	15.21
Upholsterer	16.54
General Services and Support Occupations	
Cleaner, Vehicles	7.96
Elevator Operator	10.42
Gardener	9.74
House Keeping Aid I	7.96
House Keeping Aid II	9.82
Janitor	9.64
Laborer, Grounds Maintenance	9.33
Maid or Houseman	7.14
Pest Controller	12.14
Refuse Collector	11.93
Tractor Operator	11.06
Window Cleaner	10.63
Health Occupations	
Dental Assistant	13.05
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.63
Licensed Practical Nurse I	12.63
Licensed Practical Nurse II	14.19
Licensed Practical Nurse III	15.88
Medical Assistant	10.39
Medical Laboratory Technician	12.59
Medical Record Clerk	10.89
Medical Record Technician	13.12
Nursing Assistant I	7.48
Nursing Assistant II	8.40
Nursing Assistant III	9.16
Nursing Assistant IV	10.30
Pharmacy Technician	13.37
Phlebotomist	14.19
Registered Nurse I	17.51
Registered Nurse II	21.44
Registered Nurse II, Specialist	21.44
Registered Nurse III	25.93
Registered Nurse III, Anesthetist	25.93

Registered Nurse IV	30.83
Information and Arts Occupations	
Audiovisual Librarian	20.01
Exhibits Specialist I	17.88
Exhibits Specialist II	21.28
Exhibits Specialist III	26.31
Illustrator I	15.55
Illustrator II	18.55
Illustrator III	22.87
Librarian	20.64
Library Technician	12.33
Photographer I	12.90
Photographer II	15.38
Photographer III	18.66
Photographer IV	22.83
Photographer V	28.08
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.87
Counter Attendant	7.87
Dry Cleaner	8.31
Finisher, Flatwork, Machine	7.87
Presser, Hand	7.87
Presser, Machine, Drycleaning	7.87
Presser, Machine, Shirts	7.87
Presser, Machine, Wearing Apparel, Laundry	9.18
Sewing Machine Operator	9.73
Tailor	8.33
Washer, Machine	
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.03
Tool and Die Maker	24.06
Material Handling and Packing Occupations	
Forklift Operator	11.77
Fuel Distribution System Operator	16.69
Material Coordinator	13.96
Material Expediter	13.96
Material Handling Laborer	10.38
Order Filler	12.17
Production Line Worker (Food Processing)	12.32
Shipping Packer	12.47
Shipping/Receiving Clerk	12.47
Stock Clerk (Shelf Stocker; Store Worker II)	11.70
Store Worker I	9.38
Tools and Parts Attendant	12.30
Warehouse Specialist	12.30

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	20.02
Aircraft Mechanic Helper	15.73
Aircraft Quality Control Inspector	21.22
Aircraft Servicer	18.00
Aircraft Worker	18.80
Appliance Mechanic	16.54
Bicycle Repairer	13.87
Cable Splicer	19.82
Carpenter, Maintenance	17.72
Carpet Layer	15.90
Electrician, Maintenance	20.15
Electronics Technician, Maintenance I	17.97
Electronics Technician, Maintenance II	19.88
Electronics Technician, Maintenance III	21.45
Fabric Worker	16.01
Fire Alarm System Mechanic	19.04
Fire Extinguisher Repairer	15.00
Fuel Distribution System Mechanic	19.81
General Maintenance Worker	17.02
Heating, Refrigeration and Air Conditioning Mechanic	19.04
Heavy Equipment Mechanic	18.95
Heavy Equipment Operator	22.11
Instrument Mechanic	19.29
Laborer	11.28
Locksmith	16.54
Machinery Maintenance Mechanic	20.33
Machinist, Maintenance	18.42
Maintenance Trades Helper	13.30
Millwright	18.70
Office Appliance Repairer	18.03
Painter, Aircraft	16.54
Painter, Maintenance	16.54
Pipefitter, Maintenance	17.23
Plumber, Maintenance	16.54
Pneudraulic Systems Mechanic	19.04
Rigger	22.39
Scale Mechanic	17.02
Sheet-Metal Worker, Maintenance	17.23
Small Engine Mechanic	15.90
Telecommunication Mechanic I	21.77
Telecommunication Mechanic II	23.71
Telephone Lineman	21.77
Welder, Combination, Maintenance	17.23
Well Driller	19.04
Woodcraft Worker	19.04
Woodworker	15.44

Miscellaneous Occupations

Animal Caretaker	9.15
Carnival Equipment Operator	13.24
Carnival Equipment Repairer	14.27
Carnival Worker	8.73
Cashier	8.17
Desk Clerk	8.44
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
Recreation Specialist	12.32
Recycling Worker	15.58
Sales Clerk	9.10
School Crossing Guard (Crosswalk Attendant)	8.09
Sport Official	9.42
Survey Party Chief (Chief of Party)	14.51
Surveying Aide	9.63
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.19
Swimming Pool Operator	12.72
Vending Machine Attendant	10.95
Vending Machine Repairer	13.72
Vending Machine Repairer Helper	11.80

Personal Needs Occupations

Child Care Attendant	8.76
Child Care Center Clerk	13.61
Chore Aid	8.04
Homemaker	14.56

Plant and System Operation Occupations

Boiler Tender	19.81
Sewage Plant Operator	20.07
Stationary Engineer	23.75
Ventilation Equipment Tender	13.99
Water Treatment Plant Operator	20.07

Protective Service Occupations

Alarm Monitor	12.80
Corrections Officer	22.51
Court Security Officer	24.02
Detention Officer	24.02
Firefighter	24.02
Guard I	9.80
Guard II	10.70
Police Officer	25.52

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.62
Hatch Tender	16.62
Line Handler	16.62
Stevedore I	14.08
Stevedore II	17.61

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.85
Archeological Technician II	16.61
Archeological Technician III	20.56
Cartographic Technician	26.30
Civil Engineering Technician	21.90
Computer Based Training (CBT) Specialist/ Instructor	16.36
Drafter I	14.51
Drafter II	17.30
Drafter III	24.04
Drafter IV	24.84
Engineering Technician I	11.33
Engineering Technician II	13.52
Engineering Technician III	18.79
Engineering Technician IV	19.89
Engineering Technician V	28.14
Engineering Technician VI	29.43
Environmental Technician	16.63
Flight Simulator/Instructor (Pilot)	23.69
Graphic Artist	13.19
Instructor	16.36
Laboratory Technician	15.59
Mathematical Technician	19.88
Paralegal/Legal Assistant I	15.00
Paralegal/Legal Assistant II	19.07
Paralegal/Legal Assistant III	23.33
Paralegal/Legal Assistant IV	28.21
Photooptics Technician	21.82
Technical Writer	25.67
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	15.49
Weather Observer, Senior (3)	17.22
Weather Observer, Upper Air (3)	15.49

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	13.77
Parking and Lot Attendant	6.73
Shuttle Bus Driver	11.20
Taxi Driver	10.48
Truckdriver, Heavy Truck	15.07
Truckdriver, Light Truck	11.20
Truckdriver, Medium Truck	14.81
Truckdriver, Tractor-Trailer	15.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

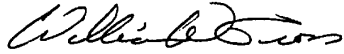
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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William W. Gross
Director

Division of
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Wage Determination No.: 1994-2045
Revision No.: 18
Date of Last Revision: 05/28/2002

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.22
Accounting Clerk II	10.55
Accounting Clerk III	12.46
Accounting Clerk IV	16.86
Court Reporter	14.27
Dispatcher, Motor Vehicle	11.90
Document Preparation Clerk	10.13
Duplicating Machine Operator	10.13
Film/Tape Librarian	11.99
General Clerk I	8.18
General Clerk II	9.18
General Clerk III	9.92
General Clerk IV	11.26
Housing Referral Assistant	14.24
Key Entry Operator I	9.74
Key Entry Operator II	10.58
Messenger (Courier)	7.89
Order Clerk I	11.11
Order Clerk II	11.29
Personnel Assistant (Employment) I	11.46
Personnel Assistant (Employment) II	12.88
Personnel Assistant (Employment) III	13.74
Personnel Assistant (Employment) IV	15.80
Production Control Clerk	14.17
Rental Clerk	11.59
Scheduler, Maintenance	11.62
Secretary I	11.62
Secretary II	14.09
Secretary III	14.24
Secretary IV	16.76
Secretary V	17.28
Service Order Dispatcher	11.90
Stenographer I	11.95

Stenographer II	13.39
Supply Technician	16.76
Survey Worker (Interviewer)	12.41
Switchboard Operator-Receptionist	9.59
Test Examiner	13.59
Test Proctor	13.59
Travel Clerk I	9.48
Travel Clerk II	9.98
Travel Clerk III	10.81
Word Processor I	10.74
Word Processor II	11.72
Word Processor III	13.49

Automatic Data Processing Occupations

Computer Data Librarian	12.19
Computer Operator I	12.19
Computer Operator II	13.88
Computer Operator III	17.12
Computer Operator IV	18.98
Computer Operator V	21.07
Computer Programmer I (1)	14.00
Computer Programmer II (1)	17.24
Computer Programmer III (1)	23.68
Computer Programmer IV (1)	25.68
Computer Systems Analyst I (1)	21.29
Computer Systems Analyst II (1)	24.81
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.41

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	15.41
Automotive Glass Installer	13.78
Automotive Worker	13.78
Electrician, Automotive	15.31
Mobile Equipment Servicer	12.23
Motor Equipment Metal Mechanic	15.31
Motor Equipment Metal Worker	13.78
Motor Vehicle Mechanic	15.63
Motor Vehicle Mechanic Helper	11.59
Motor Vehicle Upholstery Worker	13.58
Motor Vehicle Wrecker	13.78
Painter, Automotive	14.54
Radiator Repair Specialist	13.78
Tire Repairer	11.82
Transmission Repair Specialist	15.31

Food Preparation and Service Occupations

Baker	10.83
Cook I	10.29

Cook II	10.83
Dishwasher	7.66
Food Service Worker	7.86
Meat Cutter	11.61
Waiter/Waitress	8.19

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	14.54
Furniture Handler	11.59
Furniture Refinisher	14.54
Furniture Refinisher Helper	11.59
Furniture Repairer, Minor	13.01
Upholsterer	14.54

General Services and Support Occupations

Cleaner, Vehicles	7.66
Elevator Operator	8.54
Gardener	10.00
House Keeping Aid I	7.66
House Keeping Aid II	8.96
Janitor	8.54
Laborer, Grounds Maintenance	9.30
Maid or Houseman	6.98
Pest Controller	10.61
Refuse Collector	9.40
Tractor Operator	8.69
Window Cleaner	9.13

Health Occupations

Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.35
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.11
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	7.83
Nursing Assistant II	8.80
Nursing Assistant III	9.60
Nursing Assistant IV	10.77
Pharmacy Technician	13.41
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.89
Registered Nurse II, Specialist	20.89
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37

Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	16.56
Exhibits Specialist I	13.46
Exhibits Specialist II	15.08
Exhibits Specialist III	16.96
Illustrator I	13.46
Illustrator II	15.08
Illustrator III	16.96
Librarian	19.91
Library Technician	12.41
Photographer I	12.02
Photographer II	13.54
Photographer III	15.16
Photographer IV	18.76
Photographer V	22.68
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.38
Counter Attendant	7.38
Dry Cleaner	8.31
Finisher, Flatwork, Machine	7.38
Presser, Hand	7.38
Presser, Machine, Drycleaning	7.38
Presser, Machine, Shirts	7.38
Presser, Machine, Wearing Apparel, Laundry	7.38
Sewing Machine Operator	8.85
Tailor	10.32
Washer, Machine	7.81
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.99
Tool and Die Maker	19.02
Material Handling and Packing Occupations	
Forklift Operator	11.21
Fuel Distribution System Operator	13.45
Material Coordinator	15.69
Material Expediter	15.69
Material Handling Laborer	9.32
Order Filler	12.13
Production Line Worker (Food Processing)	6.74
Shipping Packer	12.36
Shipping/Receiving Clerk	11.49
Stock Clerk (Shelf Stocker; Store Worker II)	11.70
Store Worker I	8.90
Tools and Parts Attendant	12.75
Warehouse Specialist	12.75

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	16.84
Aircraft Mechanic Helper	12.75
Aircraft Quality Control Inspector	17.51
Aircraft Servicer	14.31
Aircraft Worker	15.16
Appliance Mechanic	14.54
Bicycle Repairer	11.82
Cable Splicer	18.18
Carpenter, Maintenance	15.99
Carpet Layer	15.16
Electrician, Maintenance	17.24
Electronics Technician, Maintenance I	14.01
Electronics Technician, Maintenance II	16.66
Electronics Technician, Maintenance III	19.40
Fabric Worker	14.31
Fire Alarm System Mechanic	17.77
Fire Extinguisher Repairer	14.19
Fuel Distribution System Mechanic	17.77
General Maintenance Worker	13.78
Heating, Refrigeration and Air Conditioning Mechanic	16.80
Heavy Equipment Mechanic	17.47
Heavy Equipment Operator	16.84
Instrument Mechanic	16.84
Laborer	8.82
Locksmith	15.99
Machinery Maintenance Mechanic	17.63
Machinist, Maintenance	16.54
Maintenance Trades Helper	11.48
Millwright	16.84
Office Appliance Repairer	15.99
Painter, Aircraft	14.54
Painter, Maintenance	15.78
Pipefitter, Maintenance	19.37
Plumber, Maintenance	17.22
Pneudraulic Systems Mechanic	17.77
Rigger	16.84
Scale Mechanic	15.99
Sheet-Metal Worker, Maintenance	16.84
Small Engine Mechanic	13.78
Telecommunication Mechanic I	16.84
Telecommunication Mechanic II	17.51
Telephone Lineman	16.84
Welder, Combination, Maintenance	15.31
Well Driller	18.18
Woodcraft Worker	16.84
Woodworker	14.20

Miscellaneous Occupations

Animal Caretaker	9.43
Carnival Equipment Operator	9.77
Carnival Equipment Repairer	10.42
Carnival Worker	7.66
Cashier	7.79
Desk Clerk	9.32
Embalmer	18.23
Lifeguard	9.42
Mortician	18.23
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.58
Recreation Specialist	13.81
Recycling Worker	10.82
Sales Clerk	9.63
School Crossing Guard (Crosswalk Attendant)	7.81
Sport Official	9.42
Survey Party Chief (Chief of Party)	17.47
Surveying Aide	11.61
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.88
Swimming Pool Operator	11.02
Vending Machine Attendant	7.89
Vending Machine Repairer	11.02
Vending Machine Repairer Helper	8.57

Personal Needs Occupations

Child Care Attendant	9.54
Child Care Center Clerk	11.60
Chore Aid	7.53
Homemaker	12.49

Plant and System Operation Occupations

Boiler Tender	16.84
Sewage Plant Operator	16.87
Stationary Engineer	19.37
Ventilation Equipment Tender	12.75
Water Treatment Plant Operator	17.13

Protective Service Occupations

Alarm Monitor	10.25
Corrections Officer	21.53
Court Security Officer	21.53
Detention Officer	21.53
Firefighter	21.14
Guard I	7.51
Guard II	11.28
Police Officer	21.92

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.27
Hatch Tender	15.27
Line Handler	15.27
Stevedore I	13.13
Stevedore II	16.09

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.45
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.51
Archeological Technician II	14.00
Archeological Technician III	17.35
Cartographic Technician	17.35
Civil Engineering Technician	17.35
Computer Based Training (CBT) Specialist/ Instructor	21.29
Drafter I	11.57
Drafter II	12.56
Drafter III	14.16
Drafter IV	15.85
Engineering Technician I	12.76
Engineering Technician II	13.93
Engineering Technician III	17.20
Engineering Technician IV	17.49
Engineering Technician V	21.63
Engineering Technician VI	26.17
Environmental Technician	15.49
Flight Simulator/Instructor (Pilot)	24.63
Graphic Artist	17.43
Instructor	16.79
Laboratory Technician	12.72
Mathematical Technician	15.63
Paralegal/Legal Assistant I	14.80
Paralegal/Legal Assistant II	16.70
Paralegal/Legal Assistant III	20.41
Paralegal/Legal Assistant IV	24.71
Photooptics Technician	15.72
Technical Writer	22.18
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	17.17
Weather Observer, Senior (3)	19.03
Weather Observer, Upper Air (3)	17.17

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.29
Parking and Lot Attendant	7.79
Shuttle Bus Driver	12.40
Taxi Driver	10.59
Truckdriver, Heavy Truck	15.32
Truckdriver, Light Truck	11.27
Truckdriver, Medium Truck	12.84
Truckdriver, Tractor-Trailer	15.32

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

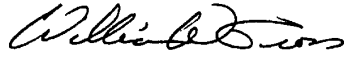
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2047
Revision No.: 22
Date of Last Revision: 09/10/2002

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

**** Fringe Benefits Required Follow the Occupational Listing ****

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.25
01012	Accounting Clerk II	11.17
01013	Accounting Clerk III	14.39
01014	Accounting Clerk IV	15.84
01030	Court Reporter	16.38
01050	Dispatcher, Motor Vehicle	16.38
01060	Document Preparation Clerk	13.50
01070	Messenger (Courier)	9.28
01090	Duplicating Machine Operator	12.77
01110	Film/Tape Librarian	12.84
01115	General Clerk I	8.07
01116	General Clerk II	10.60
01117	General Clerk III	12.14
01118	General Clerk IV	14.04
01120	Housing Referral Assistant	18.29
01131	Key Entry Operator I	10.32
01132	Key Entry Operator II	12.98
01191	Order Clerk I	12.99
01192	Order Clerk II	14.09
01261	Personnel Assistant (Employment) I	13.70
01262	Personnel Assistant (Employment) II	13.97
01263	Personnel Assistant (Employment) III	18.48
01264	Personnel Assistant (Employment) IV	22.26
01270	Production Control Clerk	16.23
01290	Rental Clerk	13.90
01300	Scheduler, Maintenance	13.90
01311	Secretary I	13.90

01312	Secretary II	17.02
01313	Secretary III	18.29
01314	Secretary IV	21.37
01315	Secretary V	25.48
01320	Service Order Dispatcher	14.12
01341	Stenographer I	13.56
01342	Stenographer II	15.24
01400	Supply Technician	21.37
01420	Survey Worker (Interviewer)	16.13
01460	Switchboard Operator-Receptionist	11.40
01510	Test Examiner	17.02
01520	Test Proctor	17.02
01531	Travel Clerk I	11.20
01532	Travel Clerk II	12.19
01533	Travel Clerk III	13.01
01611	Word Processor I	14.10
01612	Word Processor II	15.08
01613	Word Processor III	17.33
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	12.71
03041	Computer Operator I	13.98
03042	Computer Operator II	16.17
03043	Computer Operator III	19.53
03044	Computer Operator IV	23.05
03045	Computer Operator V	25.52
03071	Computer Programmer I (1)	17.45
03072	Computer Programmer II (1)	20.50
03073	Computer Programmer III (1)	25.70
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.84
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.63
03160	Peripheral Equipment Operator	15.04
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	19.28
05010	Automotive Glass Installer	17.94
05040	Automotive Worker	17.94
05070	Electrician, Automotive	18.69
05100	Mobile Equipment Servicer	16.15
05130	Motor Equipment Metal Mechanic	19.45
05160	Motor Equipment Metal Worker	17.94
05190	Motor Vehicle Mechanic	19.16
05220	Motor Vehicle Mechanic Helper	14.95
05250	Motor Vehicle Upholstery Worker	17.19
05280	Motor Vehicle Wrecker	17.94
05310	Painter, Automotive	18.69
05340	Radiator Repair Specialist	17.94

05370	Tire Repairer	15.47
05400	Transmission Repair Specialist	19.45
07000	Food Preparation and Service Occupations	
	Food Service Worker	8.35
07010	Baker	11.95
07041	Cook I	10.78
07042	Cook II	11.95
07070	Dishwasher	7.66
07130	Meat Cutter	11.95
07250	Waiter/Waitress	8.40
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.52
09040	Furniture Handler	12.42
09070	Furniture Refinisher	18.52
09100	Furniture Refinisher Helper	14.82
09110	Furniture Repairer, Minor	17.04
09130	Upholsterer	18.52
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	8.76
11060	Elevator Operator	9.29
11090	Gardener	12.40
11121	House Keeping Aid I	7.85
11122	House Keeping Aid II	8.86
11150	Janitor	8.72
11210	Laborer, Grounds Maintenance	9.66
11240	Maid or Houseman	7.85
11270	Pest Controller	13.16
11300	Refuse Collector	9.60
11330	Tractor Operator	11.51
11360	Window Cleaner	10.28
12000	Health Occupations	
12020	Dental Assistant	13.43
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.61
12071	Licensed Practical Nurse I	14.25
12072	Licensed Practical Nurse II	15.96
12073	Licensed Practical Nurse III	17.89
12100	Medical Assistant	12.71
12130	Medical Laboratory Technician	13.06
12160	Medical Record Clerk	12.01
12190	Medical Record Technician	14.48
12221	Nursing Assistant I	8.24
12222	Nursing Assistant II	9.27
12223	Nursing Assistant III	10.11
12224	Nursing Assistant IV	11.35

12250	Pharmacy Technician	14.19
12280	Phlebotomist	11.35
12311	Registered Nurse I	21.19
12312	Registered Nurse II	27.02
12313	Registered Nurse II, Specialist	27.04
12314	Registered Nurse III	32.97
12315	Registered Nurse III, Anesthetist	32.97
12316	Registered Nurse IV	40.88
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	18.98
13011	Exhibits Specialist I	20.19
13012	Exhibits Specialist II	24.99
13013	Exhibits Specialist III	28.17
13041	Illustrator I	20.17
13042	Illustrator II	24.99
13043	Illustrator III	28.17
13047	Librarian	24.05
13050	Library Technician	16.27
13071	Photographer I	16.42
13072	Photographer II	19.86
13073	Photographer III	24.61
13074	Photographer IV	27.74
13075	Photographer V	33.56
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	18.52
19040	Tool and Die Maker	23.95
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	16.01
21020	Material Coordinator	16.34
21030	Material Expediter	16.34
21040	Material Handling Laborer	11.47
21050	Order Filler	12.38
21071	Forklift Operator	12.95
21080	Production Line Worker (Food Processing)	14.22
21100	Shipping/Receiving Clerk	11.12
21130	Shipping Packer	11.93
21140	Store Worker I	9.38
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.62
21210	Tools and Parts Attendant	14.35
21400	Warehouse Specialist	14.22
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	21.21
23040	Aircraft Mechanic Helper	14.82
23050	Aircraft Quality Control Inspector	20.07
23060	Aircraft Servicer	17.04

23070	Aircraft Worker	17.78
23100	Appliance Mechanic	18.52
23120	Bicycle Repairer	15.47
23125	Cable Splicer	23.50
23130	Carpenter, Maintenance	20.36
23140	Carpet Layer	17.78
23160	Electrician, Maintenance	23.43
23181	Electronics Technician, Maintenance I	17.47
23182	Electronics Technician, Maintenance II	22.81
23183	Electronics Technician, Maintenance III	26.53
23260	Fabric Worker	17.04
23290	Fire Alarm System Mechanic	19.28
23310	Fire Extinguisher Repairer	16.01
23340	Fuel Distribution System Mechanic	19.42
23370	General Maintenance Worker	17.78
23430	Heavy Equipment Mechanic	19.90
23440	Heavy Equipment Operator	24.39
23460	Instrument Mechanic	20.16
23470	Laborer	9.61
23500	Locksmith	18.52
23530	Machinery Maintenance Mechanic	18.57
23550	Machinist, Maintenance	20.17
23580	Maintenance Trades Helper	14.82
23640	Millwright	21.56
23700	Office Appliance Repairer	18.52
23740	Painter, Aircraft	18.52
23760	Painter, Maintenance	18.52
23790	Pipefitter, Maintenance	19.82
23800	Plumber, Maintenance	19.04
23820	Pneudraulic Systems Mechanic	19.28
23850	Rigger	21.90
23870	Scale Mechanic	17.78
23890	Sheet-Metal Worker, Maintenance	19.28
23910	Small Engine Mechanic	17.78
23930	Telecommunication Mechanic I	19.28
23931	Telecommunication Mechanic II	20.91
23950	Telephone Lineman	19.28
23960	Welder, Combination, Maintenance	19.28
23965	Well Driller	20.63
23970	Woodcraft Worker	19.28
23980	Woodworker	16.01
24000	Personal Needs Occupations	
24570	Child Care Attendant	11.00
24580	Child Care Center Clerk	13.72
24600	Chore Aid	8.05
24630	Homemaker	16.44
25000	Plant and System Operation Occupations	

25010	Boiler Tender	21.03
25040	Sewage Plant Operator	23.26
25070	Stationary Engineer	21.30
25190	Ventilation Equipment Tender	17.08
25210	Water Treatment Plant Operator	21.30
27000	Protective Service Occupations	
	Police Officer	28.22
27004	Alarm Monitor	16.15
27006	Corrections Officer	22.05
27010	Court Security Officer	22.83
27040	Detention Officer	22.10
27070	Firefighter	24.37
27101	Guard I	7.74
27102	Guard II	16.15
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	17.07
28020	Hatch Tender	17.07
28030	Line Handler	17.07
28040	Stevedore I	17.90
28050	Stevedore II	19.48
29000	Technical Occupations	
21150	Graphic Artist	21.22
29010	Air Traffic Control Specialist, Center (2)	30.15
29011	Air Traffic Control Specialist, Station (2)	20.79
29012	Air Traffic Control Specialist, Terminal (2)	22.89
29023	Archeological Technician I	18.03
29024	Archeological Technician II	20.17
29025	Archeological Technician III	24.99
29030	Cartographic Technician	26.13
29035	Computer Based Training (CBT) Specialist/ Instructor	23.34
29040	Civil Engineering Technician	24.31
29061	Drafter I	17.09
29062	Drafter II	19.17
29063	Drafter III	23.16
29064	Drafter IV	28.74
29081	Engineering Technician I	13.88
29082	Engineering Technician II	15.59
29083	Engineering Technician III	18.30
29084	Engineering Technician IV	22.28
29085	Engineering Technician V	25.55
29086	Engineering Technician VI	30.92
29090	Environmental Technician	21.05
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	22.14
29210	Laboratory Technician	16.15

29240	Mathematical Technician	24.77
29361	Paralegal/Legal Assistant I	15.91
29362	Paralegal/Legal Assistant II	18.73
29363	Paralegal/Legal Assistant III	22.85
29364	Paralegal/Legal Assistant IV	27.73
29390	Photooptics Technician	21.21
29480	Technical Writer	24.96
29491	Unexploded Ordnance (UXO) Technician I	19.16
29492	Unexploded Ordnance (UXO) Technician II	23.18
29493	Unexploded Ordnance (UXO) Technician III	27.78
29494	Unexploded (UXO) Safety Escort	19.16
29495	Unexploded (UXO) Sweep Personnel	19.16
29620	Weather Observer, Senior (3)	19.07
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.16
29622	Weather Observer, Upper Air (3)	17.16
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	15.41
31260	Parking and Lot Attendant	7.22
31290	Shuttle Bus Driver	11.12
31300	Taxi Driver	9.56
31361	Truckdriver, Light Truck	11.12
31362	Truckdriver, Medium Truck	16.95
31363	Truckdriver, Heavy Truck	18.12
31364	Truckdriver, Tractor-Trailer	18.12
99000	Miscellaneous Occupations	
99020	Animal Caretaker	9.21
99030	Cashier	10.70
99041	Carnival Equipment Operator	11.01
99042	Carnival Equipment Repairer	11.86
99043	Carnival Worker	8.35
99050	Desk Clerk	12.65
99095	Embalmer	19.16
99300	Lifeguard	10.07
99310	Mortician	19.39
99350	Park Attendant (Aide)	12.64
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.40
99500	Recreation Specialist	16.23
99510	Recycling Worker	12.66
99610	Sales Clerk	10.67
99620	School Crossing Guard (Crosswalk Attendant)	8.38
99630	Sport Official	10.07
99658	Survey Party Chief (Chief of Party)	28.47
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	21.43
99660	Surveying Aide	15.66
99690	Swimming Pool Operator	13.74

99720	Vending Machine Attendant	11.51
99730	Vending Machine Repairer	13.74
99740	Vending Machine Repairer Helper	11.51

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1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms

without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2049
Revision No.: 19
Date of Last Revision: 08/19/2002

State: California

Area: California Counties of Monterey, San Benito

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	9.87
01012	Accounting Clerk II	10.78
01013	Accounting Clerk III	12.66
01014	Accounting Clerk IV	14.62
01030	Court Reporter	13.28
01050	Dispatcher, Motor Vehicle	15.10
01060	Document Preparation Clerk	11.10
01070	Messenger (Courier)	8.53
01090	Duplicating Machine Operator	11.10
01110	Film/Tape Librarian	12.53
01115	General Clerk I	8.20
01116	General Clerk II	9.21
01117	General Clerk III	12.33
01118	General Clerk IV	13.78
01120	Housing Referral Assistant	14.87
01131	Key Entry Operator I	9.93
01132	Key Entry Operator II	11.76
01191	Order Clerk I	10.14
01192	Order Clerk II	13.24
01261	Personnel Assistant (Employment) I	9.83
01262	Personnel Assistant (Employment) II	11.03
01263	Personnel Assistant (Employment) III	13.92
01264	Personnel Assistant (Employment) IV	15.54
01270	Production Control Clerk	14.86
01290	Rental Clerk	12.21
01300	Scheduler, Maintenance	12.21
01311	Secretary I	12.21
01312	Secretary II	13.65
01313	Secretary III	14.87
01314	Secretary IV	18.03
01315	Secretary V	19.95
01320	Service Order Dispatcher	12.53

01341	Stenographer I	10.57
01342	Stenographer II	11.88
01400	Supply Technician	18.03
01420	Survey Worker (Interviewer)	13.28
01460	Switchboard Operator-Receptionist	11.50
01510	Test Examiner	13.65
01520	Test Proctor	13.65
01531	Travel Clerk I	9.50
01532	Travel Clerk II	10.08
01533	Travel Clerk III	10.81
01611	Word Processor I	10.58
01612	Word Processor II	11.88
01613	Word Processor III	13.29

03000 Automatic Data Processing Occupations

03010	Computer Data Librarian	13.01
03041	Computer Operator I	9.64
03042	Computer Operator II	11.32
03043	Computer Operator III	12.57
03044	Computer Operator IV	13.96
03045	Computer Operator V	15.48
03071	Computer Programmer I (1)	15.66
03072	Computer Programmer II (1)	18.79
03073	Computer Programmer III (1)	22.28
03074	Computer Programmer IV (1)	26.97
03101	Computer Systems Analyst I (1)	16.34
03102	Computer Systems Analyst II (1)	19.37
03103	Computer Systems Analyst III (1)	23.43
03160	Peripheral Equipment Operator	11.28

05000 Automotive Service Occupations

05005	Automotive Body Repairer, Fiberglass	18.27
05010	Automotive Glass Installer	18.39
05040	Automotive Worker	18.39
05070	Electrician, Automotive	19.29
05100	Mobile Equipment Servicer	14.79
05130	Motor Equipment Metal Mechanic	20.14
05160	Motor Equipment Metal Worker	18.39
05190	Motor Vehicle Mechanic	18.07
05220	Motor Vehicle Mechanic Helper	13.98
05250	Motor Vehicle Upholstery Worker	17.49
05280	Motor Vehicle Wrecker	18.39
05310	Painter, Automotive	19.29
05340	Radiator Repair Specialist	18.39
05370	Tire Repairer	13.10
05400	Transmission Repair Specialist	20.14

07000 Food Preparation and Service Occupations

	Food Service Worker	9.07
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07010	Baker	11.63
07041	Cook I	11.88
07042	Cook II	13.17
07070	Dishwasher	9.07
07130	Meat Cutter	14.65
07250	Waiter/Waitress	8.42
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	15.67
09040	Furniture Handler	12.90
09070	Furniture Refinisher	18.02
09100	Furniture Refinisher Helper	14.58
09110	Furniture Repairer, Minor	16.27
09130	Upholsterer	18.02
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	7.89
11060	Elevator Operator	9.52
11090	Gardener	13.02
11121	House Keeping Aid I	8.02
11122	House Keeping Aid II	8.56
11150	Janitor	9.52
11210	Laborer, Grounds Maintenance	10.96
11240	Maid or Houseman	8.02
11270	Pest Controller	12.83
11300	Refuse Collector	10.43
11330	Tractor Operator	12.33
11360	Window Cleaner	10.15
12000	Health Occupations	
12020	Dental Assistant	13.91
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
12071	Licensed Practical Nurse I	11.52
12072	Licensed Practical Nurse II	12.93
12073	Licensed Practical Nurse III	14.46
12100	Medical Assistant	12.22
12130	Medical Laboratory Technician	12.93
12160	Medical Record Clerk	11.24
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.54
12222	Nursing Assistant II	8.87
12223	Nursing Assistant III	9.68
12224	Nursing Assistant IV	10.86
12250	Pharmacy Technician	14.02
12280	Phlebotomist	12.93
12311	Registered Nurse I	15.98
12312	Registered Nurse II	19.56
12313	Registered Nurse II, Specialist	19.56

12314	Registered Nurse III	23.67
12315	Registered Nurse III, Anesthetist	23.67
12316	Registered Nurse IV	28.35
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	18.75
13011	Exhibits Specialist I	13.75
13012	Exhibits Specialist II	17.18
13013	Exhibits Specialist III	21.01
13041	Illustrator I	13.75
13042	Illustrator II	17.18
13043	Illustrator III	21.01
13047	Librarian	20.75
13050	Library Technician	13.51
13071	Photographer I	11.50
13072	Photographer II	14.39
13073	Photographer III	17.96
13074	Photographer IV	21.98
13075	Photographer V	26.60
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.89
15030	Counter Attendant	7.89
15040	Dry Cleaner	9.12
15070	Finisher, Flatwork, Machine	7.89
15090	Presser, Hand	7.89
15100	Presser, Machine, Drycleaning	7.89
15130	Presser, Machine, Shirts	7.89
15160	Presser, Machine, Wearing Apparel, Laundry	7.89
15190	Sewing Machine Operator	10.41
15220	Tailor	11.76
15250	Washer, Machine	8.49
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	18.02
19040	Tool and Die Maker	21.18
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.42
21020	Material Coordinator	14.86
21030	Material Expediter	14.86
21040	Material Handling Laborer	11.54
21050	Order Filler	11.69
21071	Forklift Operator	14.52
21080	Production Line Worker (Food Processing)	12.59
21100	Shipping/Receiving Clerk	11.63
21130	Shipping Packer	11.63
21140	Store Worker I	10.81
21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.04

21210	Tools and Parts Attendant	13.88
21400	Warehouse Specialist	13.88
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	18.83
23040	Aircraft Mechanic Helper	14.58
23050	Aircraft Quality Control Inspector	19.68
23060	Aircraft Servicer	16.27
23070	Aircraft Worker	17.15
23100	Appliance Mechanic	18.02
23120	Bicycle Repairer	12.96
23125	Cable Splicer	18.83
23130	Carpenter, Maintenance	20.66
23140	Carpet Layer	17.57
23160	Electrician, Maintenance	21.65
23181	Electronics Technician, Maintenance I	15.87
23182	Electronics Technician, Maintenance II	16.66
23183	Electronics Technician, Maintenance III	17.41
23260	Fabric Worker	16.27
23290	Fire Alarm System Mechanic	18.83
23310	Fire Extinguisher Repairer	15.42
23340	Fuel Distribution System Mechanic	18.83
23370	General Maintenance Worker	15.88
23400	Heating, Refrigeration and Air Conditioning Mechanic	21.65
23430	Heavy Equipment Mechanic	18.83
23440	Heavy Equipment Operator	20.51
23460	Instrument Mechanic	18.83
23470	Laborer	9.07
23500	Locksmith	18.02
23530	Machinery Maintenance Mechanic	18.83
23550	Machinist, Maintenance	16.37
23580	Maintenance Trades Helper	13.76
23640	Millwright	18.83
23700	Office Appliance Repairer	18.02
23740	Painter, Aircraft	18.02
23760	Painter, Maintenance	18.02
23790	Pipefitter, Maintenance	18.83
23800	Plumber, Maintenance	19.29
23820	Pneudraulic Systems Mechanic	18.83
23850	Rigger	18.83
23870	Scale Mechanic	17.15
23890	Sheet-Metal Worker, Maintenance	21.65
23910	Small Engine Mechanic	17.15
23930	Telecommunication Mechanic I	18.83
23931	Telecommunication Mechanic II	19.68
23950	Telephone Lineman	18.83
23960	Welder, Combination, Maintenance	16.37
23965	Well Driller	18.83
23970	Woodcraft Worker	18.83

23980	Woodworker	15.42
24000	Personal Needs Occupations	
24570	Child Care Attendant	8.27
24580	Child Care Center Clerk	10.32
24600	Chore Aid	9.06
24630	Homemaker	13.11
25000	Plant and System Operation Occupations	
25010	Boiler Tender	18.83
25040	Sewage Plant Operator	19.29
25070	Stationary Engineer	18.83
25190	Ventilation Equipment Tender	14.58
25210	Water Treatment Plant Operator	20.71
27000	Protective Service Occupations	
	Police Officer	22.82
27004	Alarm Monitor	11.48
27006	Corrections Officer	20.36
27010	Court Security Officer	20.36
27040	Detention Officer	20.36
27070	Firefighter	18.02
27101	Guard I	8.16
27102	Guard II	9.13
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	14.73
28020	Hatch Tender	14.73
28030	Line Handler	14.73
28040	Stevedore I	12.17
28050	Stevedore II	15.44
29000	Technical Occupations	
21150	Graphic Artist	16.72
29010	Air Traffic Control Specialist, Center (2)	30.92
29011	Air Traffic Control Specialist, Station (2)	21.33
29012	Air Traffic Control Specialist, Terminal (2)	23.48
29023	Archeological Technician I	12.90
29024	Archeological Technician II	14.78
29025	Archeological Technician III	18.32
29030	Cartographic Technician	17.43
29035	Computer Based Training (CBT) Specialist/ Instructor	16.58
29040	Civil Engineering Technician	19.07
29061	Drafter I	10.88
29062	Drafter II	12.20
29063	Drafter III	15.27
29064	Drafter IV	19.07
29081	Engineering Technician I	9.80

29082	Engineering Technician II	10.99
29083	Engineering Technician III	13.75
29084	Engineering Technician IV	17.18
29085	Engineering Technician V	21.01
29086	Engineering Technician VI	25.43
29090	Environmental Technician	18.19
29100	Flight Simulator/Instructor (Pilot)	20.68
29160	Instructor	17.76
29210	Laboratory Technician	12.94
29240	Mathematical Technician	19.07
29361	Paralegal/Legal Assistant I	14.40
29362	Paralegal/Legal Assistant II	17.54
29363	Paralegal/Legal Assistant III	21.45
29364	Paralegal/Legal Assistant IV	25.94
29390	Photooptics Technician	17.97
29480	Technical Writer	23.49
29491	Unexploded Ordnance (UXO) Technician I	18.64
29492	Unexploded Ordnance (UXO) Technician II	22.55
29493	Unexploded Ordnance (UXO) Technician III	27.03
29494	Unexploded (UXO) Safety Escort	18.64
29495	Unexploded (UXO) Sweep Personnel	18.64
29620	Weather Observer, Senior (3)	16.89
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.19
29622	Weather Observer, Upper Air (3)	15.19
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	16.08
31260	Parking and Lot Attendant	7.60
31290	Shuttle Bus Driver	11.09
31300	Taxi Driver	10.17
31361	Truckdriver, Light Truck	10.42
31362	Truckdriver, Medium Truck	15.51
31363	Truckdriver, Heavy Truck	15.96
31364	Truckdriver, Tractor-Trailer	16.32
99000	Miscellaneous Occupations	
99020	Animal Caretaker	10.26
99030	Cashier	8.28
99041	Carnival Equipment Operator	9.47
99042	Carnival Equipment Repairer	10.00
99043	Carnival Worker	7.89
99050	Desk Clerk	9.37
99095	Embalmer	17.93
99300	Lifeguard	9.04
99310	Mortician	17.93
99350	Park Attendant (Aide)	11.36
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.87

99500	Recreation Specialist	10.64
99510	Recycling Worker	12.52
99610	Sales Clerk	9.04
99620	School Crossing Guard (Crosswalk Attendant)	9.07
99630	Sport Official	9.04
99658	Survey Party Chief (Chief of Party)	14.88
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.68
99660	Surveying Aide	7.79
99690	Swimming Pool Operator	12.74
99720	Vending Machine Attendant	10.89
99730	Vending Machine Repairer	12.74
99740	Vending Machine Repairer Helper	10.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a

proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2051
Revision No.: 21
Date of Last Revision: 06/07/2002

State: California

Area: California Counties of Alameda, Contra Costa

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.74
Accounting Clerk II	13.04
Accounting Clerk III	15.55
Accounting Clerk IV	17.86
Court Reporter	19.34
Dispatcher, Motor Vehicle	18.28
Document Preparation Clerk	13.96
Duplicating Machine Operator	12.69
Film/Tape Librarian	12.23
General Clerk I	11.14
General Clerk II	12.52
General Clerk III	15.97
General Clerk IV	19.02
Housing Referral Assistant	21.12
Key Entry Operator I	11.91
Key Entry Operator II	13.81
Messenger (Courier)	11.71
Order Clerk I	14.47
Order Clerk II	16.09
Personnel Assistant (Employment) I	14.44
Personnel Assistant (Employment) II	16.96
Personnel Assistant (Employment) III	18.82
Personnel Assistant (Employment) IV	20.78
Production Control Clerk	18.27
Rental Clerk	16.79
Scheduler, Maintenance	15.26
Secretary I	15.26
Secretary II	17.58
Secretary III	21.12
Secretary IV	23.43
Secretary V	26.97
Service Order Dispatcher	15.21
Stenographer I	14.33

Stenographer II	16.06
Supply Technician	23.43
Survey Worker (Interviewer)	15.26
Switchboard Operator-Receptionist	12.09
Test Examiner	17.58
Test Proctor	17.58
Travel Clerk I	11.43
Travel Clerk II	12.44
Travel Clerk III	13.43
Word Processor I	13.50
Word Processor II	14.92
Word Processor III	17.74

Automatic Data Processing Occupations

Computer Data Librarian	12.90
Computer Operator I	13.39
Computer Operator II	15.10
Computer Operator III	18.39
Computer Operator IV	19.65
Computer Operator V	21.78
Computer Programmer I (1)	17.26
Computer Programmer II (1)	21.38
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.50
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.79

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	21.51
Automotive Glass Installer	19.68
Automotive Worker	22.63
Electrician, Automotive	23.69
Mobile Equipment Servicer	20.61
Motor Equipment Metal Mechanic	24.74
Motor Equipment Metal Worker	22.63
Motor Vehicle Mechanic	24.75
Motor Vehicle Mechanic Helper	19.50
Motor Vehicle Upholstery Worker	21.62
Motor Vehicle Wrecker	22.63
Painter, Automotive	23.69
Radiator Repair Specialist	22.63
Tire Repairer	17.31
Transmission Repair Specialist	24.75

Food Preparation and Service Occupations

Baker	15.08
Cook I	14.06

Cook II	15.47
Dishwasher	10.51
Food Service Worker	10.79
Meat Cutter	16.29
Waiter/Waitress	11.39

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	19.21
Furniture Handler	13.87
Furniture Refinisher	19.21
Furniture Refinisher Helper	15.83
Furniture Repairer, Minor	17.53
Upholsterer	19.21

General Services and Support Occupations

Cleaner, Vehicles	10.51
Elevator Operator	12.62
Gardener	17.04
House Keeping Aid I	10.23
House Keeping Aid II	12.08
Janitor	12.62
Laborer, Grounds Maintenance	14.41
Maid or Houseman	11.26
Pest Controller	16.45
Refuse Collector	13.89
Tractor Operator	14.93
Window Cleaner	13.68

Health Occupations

Dental Assistant	14.65
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.34
Licensed Practical Nurse I	16.44
Licensed Practical Nurse II	18.71
Licensed Practical Nurse III	20.11
Medical Assistant	13.98
Medical Laboratory Technician	16.08
Medical Record Clerk	12.71
Medical Record Technician	15.11
Nursing Assistant I	9.15
Nursing Assistant II	10.28
Nursing Assistant III	11.94
Nursing Assistant IV	13.13
Pharmacy Technician	15.47
Phlebotomist	12.55
Registered Nurse I	21.18
Registered Nurse II	31.45
Registered Nurse II, Specialist	31.45
Registered Nurse III	37.37
Registered Nurse III, Anesthetist	37.37

Registered Nurse IV	38.22
Information and Arts Occupations	
Audiovisual Librarian	19.23
Exhibits Specialist I	19.13
Exhibits Specialist II	22.96
Exhibits Specialist III	28.23
Illustrator I	19.13
Illustrator II	22.96
Illustrator III	28.23
Librarian	27.44
Library Technician	13.65
Photographer I	17.78
Photographer II	19.13
Photographer III	22.96
Photographer IV	28.23
Photographer V	29.36
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.34
Counter Attendant	8.34
Dry Cleaner	11.34
Finisher, Flatwork, Machine	8.34
Presser, Hand	8.34
Presser, Machine, Drycleaning	8.34
Presser, Machine, Shirts	8.34
Presser, Machine, Wearing Apparel, Laundry	8.34
Sewing Machine Operator	12.34
Tailor	13.34
Washer, Machine	9.34
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.52
Tool and Die Maker	26.29
Material Handling and Packing Occupations	
Forklift Operator	17.25
Fuel Distribution System Operator	18.60
Material Coordinator	18.51
Material Expediter	18.51
Material Handling Laborer	15.75
Order Filler	11.71
Production Line Worker (Food Processing)	16.36
Shipping Packer	15.92
Shipping/Receiving Clerk	15.92
Stock Clerk (Shelf Stocker; Store Worker II)	15.05
Store Worker I	11.42
Tools and Parts Attendant	15.72
Warehouse Specialist	16.92

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	20.06
Aircraft Mechanic Helper	16.92
Aircraft Quality Control Inspector	23.94
Aircraft Servicer	19.26
Aircraft Worker	20.20
Appliance Mechanic	24.30
Bicycle Repairer	16.15
Cable Splicer	20.30
Carpenter, Maintenance	21.81
Carpet Layer	20.20
Electrician, Maintenance	29.18
Electronics Technician, Maintenance I	18.11
Electronics Technician, Maintenance II	27.92
Electronics Technician, Maintenance III	31.21
Fabric Worker	17.53
Fire Alarm System Mechanic	22.07
Fire Extinguisher Repairer	18.09
Fuel Distribution System Mechanic	21.90
General Maintenance Worker	18.36
Heating, Refrigeration and Air Conditioning Mechanic	22.23
Heavy Equipment Mechanic	23.33
Heavy Equipment Operator	26.53
Instrument Mechanic	22.77
Laborer	13.29
Locksmith	21.33
Machinery Maintenance Mechanic	22.96
Machinist, Maintenance	20.06
Maintenance Trades Helper	15.83
Millwright	22.07
Office Appliance Repairer	22.09
Painter, Aircraft	19.32
Painter, Maintenance	19.21
Pipefitter, Maintenance	26.12
Plumber, Maintenance	25.04
Pneudraulic Systems Mechanic	22.07
Rigger	25.82
Scale Mechanic	19.16
Sheet-Metal Worker, Maintenance	21.86
Small Engine Mechanic	18.36
Telecommunication Mechanic I	21.85
Telecommunication Mechanic II	22.77
Telephone Lineman	22.07
Welder, Combination, Maintenance	20.06
Well Driller	25.37
Woodcraft Worker	22.77
Woodworker	16.72

Miscellaneous Occupations

Animal Caretaker	12.08
Carnival Equipment Operator	13.57
Carnival Equipment Repairer	15.77
Carnival Worker	10.51
Cashier	8.25
Desk Clerk	8.60
Embalmer	19.42
Lifeguard	10.33
Mortician	21.36
Park Attendant (Aide)	10.34
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.01
Recreation Specialist	10.56
Recycling Worker	17.18
Sales Clerk	9.01
School Crossing Guard (Crosswalk Attendant)	10.51
Sport Official	10.33
Survey Party Chief (Chief of Party)	28.09
Surveying Aide	17.10
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	24.90
Swimming Pool Operator	17.06
Vending Machine Attendant	15.77
Vending Machine Repairer	18.30
Vending Machine Repairer Helper	15.77

Personal Needs Occupations

Child Care Attendant	9.70
Child Care Center Clerk	11.90
Chore Aid	10.08
Homemaker	11.23

Plant and System Operation Occupations

Boiler Tender	25.36
Sewage Plant Operator	25.40
Stationary Engineer	27.67
Ventilation Equipment Tender	16.92
Water Treatment Plant Operator	26.55

Protective Service Occupations

Alarm Monitor	19.44
Corrections Officer	24.27
Court Security Officer	24.27
Detention Officer	24.27
Firefighter	24.81
Guard I	10.21
Guard II	20.42
Police Officer	31.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	20.46
Hatch Tender	19.16
Line Handler	19.16
Stevedore I	17.49
Stevedore II	19.14

Technical Occupations

Air Traffic Control Specialist, Center (2)	30.92
Air Traffic Control Specialist, Station (2)	21.33
Air Traffic Control Specialist, Terminal (2)	23.48
Archeological Technician I	19.57
Archeological Technician II	21.90
Archeological Technician III	27.12
Cartographic Technician	26.40
Civil Engineering Technician	22.96
Computer Based Training (CBT) Specialist/ Instructor	25.52
Drafter I	19.25
Drafter II	21.61
Drafter III	23.86
Drafter IV	28.64
Engineering Technician I	12.71
Engineering Technician II	16.19
Engineering Technician III	19.44
Engineering Technician IV	24.02
Engineering Technician V	27.06
Engineering Technician VI	32.01
Environmental Technician	26.40
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	22.02
Instructor	22.01
Laboratory Technician	18.42
Mathematical Technician	25.26
Paralegal/Legal Assistant I	15.77
Paralegal/Legal Assistant II	19.39
Paralegal/Legal Assistant III	23.65
Paralegal/Legal Assistant IV	28.69
Photooptics Technician	22.96
Technical Writer	28.04
Unexploded (UXO) Safety Escort	19.65
Unexploded (UXO) Sweep Personnel	19.65
Unexploded Ordnance (UXO) Technician I	19.65
Unexploded Ordnance (UXO) Technician II	23.78
Unexploded Ordnance (UXO) Technician III	28.50
Weather Observer, Combined Upper Air and Surface Programs (3)	16.80
Weather Observer, Senior (3)	20.34
Weather Observer, Upper Air (3)	16.80

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	16.26
Parking and Lot Attendant	9.59
Shuttle Bus Driver	14.07
Taxi Driver	11.31
Truckdriver, Heavy Truck	18.33
Truckdriver, Light Truck	13.60
Truckdriver, Medium Truck	17.29
Truckdriver, Tractor-Trailer	18.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2053
Revision No.: 21
Date of Last Revision: 08/13/2002

State: California

Area: California Counties of Riverside, San Bernardino

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	11.02
01012	Accounting Clerk II	11.02
01013	Accounting Clerk III	13.76
01014	Accounting Clerk IV	15.42
01030	Court Reporter	16.32
01050	Dispatcher, Motor Vehicle	16.32
01060	Document Preparation Clerk	13.50
01070	Messenger (Courier)	8.22
01090	Duplicating Machine Operator	12.27
01110	Film/Tape Librarian	12.29
01115	General Clerk I	7.87
01116	General Clerk II	10.60
01117	General Clerk III	12.10
01118	General Clerk IV	13.46
01120	Housing Referral Assistant	18.29
01131	Key Entry Operator I	10.51
01132	Key Entry Operator II	12.17
01191	Order Clerk I	11.11
01192	Order Clerk II	13.87
01261	Personnel Assistant (Employment) I	13.70
01262	Personnel Assistant (Employment) II	13.98
01263	Personnel Assistant (Employment) III	15.77
01264	Personnel Assistant (Employment) IV	17.72
01270	Production Control Clerk	14.59
01290	Rental Clerk	13.50
01300	Scheduler, Maintenance	13.50
01311	Secretary I	13.50
01312	Secretary II	16.32
01313	Secretary III	18.29
01314	Secretary IV	20.89
01315	Secretary V	24.62
01320	Service Order Dispatcher	13.50
01341	Stenographer I	12.03

01342	Stenographer II	13.50
01400	Supply Technician	20.89
01420	Survey Worker (Interviewer)	14.19
01460	Switchboard Operator-Receptionist	11.02
01510	Test Examiner	16.26
01520	Test Proctor	16.26
01531	Travel Clerk I	10.21
01532	Travel Clerk II	10.84
01533	Travel Clerk III	11.48
01611	Word Processor I	11.95
01612	Word Processor II	15.08
01613	Word Processor III	15.20
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	13.09
03041	Computer Operator I	12.83
03042	Computer Operator II	14.95
03043	Computer Operator III	17.95
03044	Computer Operator IV	19.94
03045	Computer Operator V	20.79
03071	Computer Programmer I (1)	14.12
03072	Computer Programmer II (1)	17.49
03073	Computer Programmer III (1)	22.20
03074	Computer Programmer IV (1)	26.87
03101	Computer Systems Analyst I (1)	25.94
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.83
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	17.20
05010	Automotive Glass Installer	17.53
05040	Automotive Worker	17.53
05070	Electrician, Automotive	18.64
05100	Mobile Equipment Servicer	15.99
05130	Motor Equipment Metal Mechanic	19.01
05160	Motor Equipment Metal Worker	17.53
05190	Motor Vehicle Mechanic	19.16
05220	Motor Vehicle Mechanic Helper	14.84
05250	Motor Vehicle Upholstery Worker	16.80
05280	Motor Vehicle Wrecker	17.53
05310	Painter, Automotive	18.28
05340	Radiator Repair Specialist	17.53
05370	Tire Repairer	13.98
05400	Transmission Repair Specialist	19.01
07000	Food Preparation and Service Occupations	
	Food Service Worker	9.22
07010	Baker	14.36

07041	Cook I	13.10
07042	Cook II	14.36
07070	Dishwasher	9.22
07130	Meat Cutter	14.36
07250	Waiter/Waitress	10.26
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	16.51
09040	Furniture Handler	11.33
09070	Furniture Refinisher	16.51
09100	Furniture Refinisher Helper	13.43
09110	Furniture Repairer, Minor	15.20
09130	Upholsterer	16.51
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	10.14
11060	Elevator Operator	9.22
11090	Gardener	15.07
11121	House Keeping Aid I	8.18
11122	House Keeping Aid II	9.22
11150	Janitor	9.22
11210	Laborer, Grounds Maintenance	11.80
11240	Maid or Houseman	8.18
11270	Pest Controller	13.78
11300	Refuse Collector	11.66
11330	Tractor Operator	13.98
11360	Window Cleaner	10.26
12000	Health Occupations	
12020	Dental Assistant	12.01
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.41
12071	Licensed Practical Nurse I	14.01
12072	Licensed Practical Nurse II	15.74
12073	Licensed Practical Nurse III	16.34
12100	Medical Assistant	10.74
12130	Medical Laboratory Technician	12.34
12160	Medical Record Clerk	11.22
12190	Medical Record Technician	13.53
12221	Nursing Assistant I	7.74
12222	Nursing Assistant II	8.70
12223	Nursing Assistant III	9.49
12224	Nursing Assistant IV	10.31
12250	Pharmacy Technician	13.39
12280	Phlebotomist	11.85
12311	Registered Nurse I	22.03
12312	Registered Nurse II	25.29
12313	Registered Nurse II, Specialist	27.04
12314	Registered Nurse III	31.00

12315	Registered Nurse III, Anesthetist	31.00
12316	Registered Nurse IV	37.16
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	18.48
13011	Exhibits Specialist I	18.71
13012	Exhibits Specialist II	24.13
13013	Exhibits Specialist III	29.92
13041	Illustrator I	17.18
13042	Illustrator II	21.34
13043	Illustrator III	27.47
13047	Librarian	23.95
13050	Library Technician	13.16
13071	Photographer I	13.19
13072	Photographer II	17.01
13073	Photographer III	21.94
13074	Photographer IV	27.20
13075	Photographer V	32.89
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.38
15030	Counter Attendant	7.38
15040	Dry Cleaner	9.43
15070	Finisher, Flatwork, Machine	7.38
15090	Presser, Hand	7.38
15100	Presser, Machine, Drycleaning	7.38
15130	Presser, Machine, Shirts	7.38
15160	Presser, Machine, Wearing Apparel, Laundry	7.38
15190	Sewing Machine Operator	10.17
15220	Tailor	10.88
15250	Washer, Machine	8.03
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	18.16
19040	Tool and Die Maker	20.93
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.92
21020	Material Coordinator	15.63
21030	Material Expediter	15.63
21040	Material Handling Laborer	16.24
21050	Order Filler	14.17
21071	Forklift Operator	14.58
21080	Production Line Worker (Food Processing)	13.81
21100	Shipping/Receiving Clerk	10.42
21130	Shipping Packer	11.09
21140	Store Worker I	9.38
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.74
21210	Tools and Parts Attendant	13.81

21400	Warehouse Specialist	13.81
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	18.92
23040	Aircraft Mechanic Helper	13.43
23050	Aircraft Quality Control Inspector	18.84
23060	Aircraft Servicer	15.20
23070	Aircraft Worker	16.06
23100	Appliance Mechanic	17.67
23120	Bicycle Repairer	13.98
23125	Cable Splicer	21.76
23130	Carpenter, Maintenance	20.36
23140	Carpet Layer	18.24
23160	Electrician, Maintenance	20.30
23181	Electronics Technician, Maintenance I	21.19
23182	Electronics Technician, Maintenance II	22.18
23183	Electronics Technician, Maintenance III	22.96
23260	Fabric Worker	16.72
23290	Fire Alarm System Mechanic	18.15
23310	Fire Extinguisher Repairer	14.47
23340	Fuel Distribution System Mechanic	18.92
23370	General Maintenance Worker	13.81
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.20
23430	Heavy Equipment Mechanic	18.49
23440	Heavy Equipment Operator	21.76
23460	Instrument Mechanic	19.55
23470	Laborer	10.60
23500	Locksmith	16.51
23530	Machinery Maintenance Mechanic	17.20
23550	Machinist, Maintenance	18.99
23580	Maintenance Trades Helper	13.43
23640	Millwright	20.04
23700	Office Appliance Repairer	17.28
23740	Painter, Aircraft	16.54
23760	Painter, Maintenance	16.54
23790	Pipefitter, Maintenance	17.20
23800	Plumber, Maintenance	17.28
23820	Pneudraulic Systems Mechanic	17.20
23850	Rigger	18.63
23870	Scale Mechanic	17.44
23890	Sheet-Metal Worker, Maintenance	17.20
23910	Small Engine Mechanic	15.86
23930	Telecommunication Mechanic I	20.53
23931	Telecommunication Mechanic II	22.61
23950	Telephone Lineman	18.66
23960	Welder, Combination, Maintenance	17.20
23965	Well Driller	21.16
23970	Woodcraft Worker	17.20
23980	Woodworker	14.47

24000	Personal Needs Occupations	
24570	Child Care Attendant	10.03
24580	Child Care Center Clerk	12.52
24600	Chore Aid	8.18
24630	Homemaker	13.56
25000	Plant and System Operation Occupations	
25010	Boiler Tender	18.92
25040	Sewage Plant Operator	20.89
25070	Stationary Engineer	21.76
25190	Ventilation Equipment Tender	15.45
25210	Water Treatment Plant Operator	20.85
27000	Protective Service Occupations	
	Police Officer	25.73
27004	Alarm Monitor	9.00
27006	Corrections Officer	23.51
27010	Court Security Officer	21.82
27040	Detention Officer	21.82
27070	Firefighter	18.02
27101	Guard I	8.06
27102	Guard II	9.00
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	16.29
28020	Hatch Tender	16.29
28030	Line Handler	16.29
28040	Stevedore I	15.63
28050	Stevedore II	18.60
29000	Technical Occupations	
21150	Graphic Artist	20.54
29010	Air Traffic Control Specialist, Center (2)	30.15
29011	Air Traffic Control Specialist, Station (2)	20.79
29012	Air Traffic Control Specialist, Terminal (2)	22.89
29023	Archeological Technician I	16.63
29024	Archeological Technician II	17.26
29025	Archeological Technician III	23.04
29030	Cartographic Technician	25.23
29035	Computer Based Training (CBT) Specialist/ Instructor	25.94
29040	Civil Engineering Technician	21.94
29061	Drafter I	14.91
29062	Drafter II	16.73
29063	Drafter III	19.94
29064	Drafter IV	25.80
29081	Engineering Technician I	13.41
29082	Engineering Technician II	15.06
29083	Engineering Technician III	16.85

29084	Engineering Technician IV	20.87
29085	Engineering Technician V	25.52
29086	Engineering Technician VI	30.88
29090	Environmental Technician	19.94
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	20.54
29210	Laboratory Technician	17.17
29240	Mathematical Technician	24.00
29361	Paralegal/Legal Assistant I	17.23
29362	Paralegal/Legal Assistant II	20.09
29363	Paralegal/Legal Assistant III	24.56
29364	Paralegal/Legal Assistant IV	29.73
29390	Photooptics Technician	18.97
29480	Technical Writer	24.43
29491	Unexploded Ordnance (UXO) Technician I	19.16
29492	Unexploded Ordnance (UXO) Technician II	23.18
29493	Unexploded Ordnance (UXO) Technician III	27.78
29494	Unexploded (UXO) Safety Escort	19.16
29495	Unexploded (UXO) Sweep Personnel	19.16
29620	Weather Observer, Senior (3)	18.20
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.39
29622	Weather Observer, Upper Air (3)	16.39
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	15.50
31260	Parking and Lot Attendant	7.22
31290	Shuttle Bus Driver	10.92
31300	Taxi Driver	8.82
31361	Truckdriver, Light Truck	11.48
31362	Truckdriver, Medium Truck	18.07
31363	Truckdriver, Heavy Truck	19.23
31364	Truckdriver, Tractor-Trailer	19.23
99000	Miscellaneous Occupations	
99020	Animal Caretaker	11.23
99030	Cashier	10.11
99041	Carnival Equipment Operator	12.16
99042	Carnival Equipment Repairer	13.10
99043	Carnival Worker	9.22
99050	Desk Clerk	11.25
99095	Embalmer	18.21
99300	Lifeguard	10.07
99310	Mortician	19.16
99350	Park Attendant (Aide)	12.64
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.62
99500	Recreation Specialist	14.92
99510	Recycling Worker	15.38
99610	Sales Clerk	10.02

99620	School Crossing Guard (Crosswalk Attendant)	9.22
99630	Sport Official	10.07
99658	Survey Party Chief (Chief of Party)	18.47
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.38
99660	Surveying Aide	9.75
99690	Swimming Pool Operator	14.36
99720	Vending Machine Attendant	12.16
99730	Vending Machine Repairer	14.36
99740	Vending Machine Repairer Helper	12.16

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2055
Revision No.: 19
Date of Last Revision: 07/30/2002

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

**** Fringe Benefits Required Follow the Occupational Listing ****

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	11.14
01012	Accounting Clerk II	12.04
01013	Accounting Clerk III	14.68
01014	Accounting Clerk IV	15.01
01030	Court Reporter	14.48
01050	Dispatcher, Motor Vehicle	14.48
01060	Document Preparation Clerk	12.83
01070	Messenger (Courier)	9.35
01090	Duplicating Machine Operator	12.83
01110	Film/Tape Librarian	12.79
01115	General Clerk I	9.35
01116	General Clerk II	10.59
01117	General Clerk III	13.24
01118	General Clerk IV	15.54
01120	Housing Referral Assistant	16.31
01131	Key Entry Operator I	12.01
01132	Key Entry Operator II	13.83
01191	Order Clerk I	12.51
01192	Order Clerk II	13.67
01261	Personnel Assistant (Employment) I	11.70
01262	Personnel Assistant (Employment) II	16.40
01263	Personnel Assistant (Employment) III	18.58
01264	Personnel Assistant (Employment) IV	19.64
01270	Production Control Clerk	17.14
01290	Rental Clerk	13.35
01300	Scheduler, Maintenance	13.35
01311	Secretary I	12.68
01312	Secretary II	15.51
01313	Secretary III	16.31
01314	Secretary IV	18.45
01315	Secretary V	20.12

01320	Service Order Dispatcher	12.79
01341	Stenographer I	11.40
01342	Stenographer II	12.79
01400	Supply Technician	18.45
01420	Survey Worker (Interviewer)	14.48
01460	Switchboard Operator-Receptionist	10.71
01510	Test Examiner	15.51
01520	Test Proctor	15.51
01531	Travel Clerk I	10.12
01532	Travel Clerk II	10.91
01533	Travel Clerk III	11.74
01611	Word Processor I	11.53
01612	Word Processor II	14.22
01613	Word Processor III	15.93
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	10.85
03041	Computer Operator I	12.95
03042	Computer Operator II	14.68
03043	Computer Operator III	16.91
03044	Computer Operator IV	19.55
03045	Computer Operator V	20.18
03071	Computer Programmer I (1)	16.05
03072	Computer Programmer II (1)	19.56
03073	Computer Programmer III (1)	23.24
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.44
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.95
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	22.29
05010	Automotive Glass Installer	17.62
05040	Automotive Worker	17.62
05070	Electrician, Automotive	18.59
05100	Mobile Equipment Servicer	15.66
05130	Motor Equipment Metal Mechanic	19.58
05160	Motor Equipment Metal Worker	17.62
05190	Motor Vehicle Mechanic	18.27
05220	Motor Vehicle Mechanic Helper	14.68
05250	Motor Vehicle Upholstery Worker	16.64
05280	Motor Vehicle Wrecker	17.62
05310	Painter, Automotive	18.59
05340	Radiator Repair Specialist	17.62
05370	Tire Repairer	14.98
05400	Transmission Repair Specialist	19.58
07000	Food Preparation and Service Occupations	

	Food Service Worker	10.27
07010	Baker	15.15
07041	Cook I	13.53
07042	Cook II	15.15
07070	Dishwasher	10.27
07130	Meat Cutter	17.98
07250	Waiter/Waitress	11.07
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.40
09040	Furniture Handler	12.60
09070	Furniture Refinisher	18.40
09100	Furniture Refinisher Helper	14.53
09110	Furniture Repairer, Minor	16.47
09130	Upholsterer	18.40
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	11.11
11060	Elevator Operator	11.37
11090	Gardener	13.53
11121	House Keeping Aid I	9.46
11122	House Keeping Aid II	11.37
11150	Janitor	11.37
11210	Laborer, Grounds Maintenance	12.18
11240	Maid or Houseman	9.46
11270	Pest Controller	16.38
11300	Refuse Collector	11.43
11330	Tractor Operator	12.70
11360	Window Cleaner	12.26
12000	Health Occupations	
12020	Dental Assistant	14.18
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.18
12071	Licensed Practical Nurse I	13.50
12072	Licensed Practical Nurse II	15.16
12073	Licensed Practical Nurse III	16.98
12100	Medical Assistant	12.67
12130	Medical Laboratory Technician	12.67
12160	Medical Record Clerk	11.56
12190	Medical Record Technician	13.94
12221	Nursing Assistant I	7.56
12222	Nursing Assistant II	8.49
12223	Nursing Assistant III	10.85
12224	Nursing Assistant IV	12.91
12250	Pharmacy Technician	14.64
12280	Phlebotomist	10.16
12311	Registered Nurse I	20.50
12312	Registered Nurse II	25.09

12313	Registered Nurse II, Specialist	25.09
12314	Registered Nurse III	30.33
12315	Registered Nurse III, Anesthetist	30.33
12316	Registered Nurse IV	36.33
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	18.61
13011	Exhibits Specialist I	19.71
13012	Exhibits Specialist II	23.54
13013	Exhibits Specialist III	28.78
13041	Illustrator I	21.68
13042	Illustrator II	25.89
13043	Illustrator III	31.66
13047	Librarian	20.31
13050	Library Technician	15.13
13071	Photographer I	15.40
13072	Photographer II	19.44
13073	Photographer III	23.22
13074	Photographer IV	28.39
13075	Photographer V	34.33
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.79
15030	Counter Attendant	7.79
15040	Dry Cleaner	10.11
15070	Finisher, Flatwork, Machine	7.79
15090	Presser, Hand	7.79
15100	Presser, Machine, Drycleaning	7.79
15130	Presser, Machine, Shirts	7.79
15160	Presser, Machine, Wearing Apparel, Laundry	7.79
15190	Sewing Machine Operator	10.97
15220	Tailor	11.83
15250	Washer, Machine	8.95
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	18.40
19040	Tool and Die Maker	21.89
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.50
21020	Material Coordinator	15.85
21030	Material Expediter	15.85
21040	Material Handling Laborer	9.78
21050	Order Filler	14.68
21071	Forklift Operator	14.72
21080	Production Line Worker (Food Processing)	13.51
21100	Shipping/Receiving Clerk	11.96
21130	Shipping Packer	11.96
21140	Store Worker I	10.51

21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.19
21210	Tools and Parts Attendant	13.51
21400	Warehouse Specialist	13.51
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	19.38
23040	Aircraft Mechanic Helper	14.53
23050	Aircraft Quality Control Inspector	20.35
23060	Aircraft Servicer	16.47
23070	Aircraft Worker	17.44
23100	Appliance Mechanic	18.40
23120	Bicycle Repairer	14.98
23125	Cable Splicer	22.29
23130	Carpenter, Maintenance	18.40
23140	Carpet Layer	17.44
23160	Electrician, Maintenance	23.29
23181	Electronics Technician, Maintenance I	18.37
23182	Electronics Technician, Maintenance II	19.36
23183	Electronics Technician, Maintenance III	23.27
23260	Fabric Worker	16.47
23290	Fire Alarm System Mechanic	19.38
23310	Fire Extinguisher Repairer	15.50
23340	Fuel Distribution System Mechanic	19.38
23370	General Maintenance Worker	16.51
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.38
23430	Heavy Equipment Mechanic	19.38
23440	Heavy Equipment Operator	23.75
23460	Instrument Mechanic	22.06
23470	Laborer	11.36
23500	Locksmith	18.40
23530	Machinery Maintenance Mechanic	21.08
23550	Machinist, Maintenance	19.38
23580	Maintenance Trades Helper	14.53
23640	Millwright	19.38
23700	Office Appliance Repairer	18.40
23740	Painter, Aircraft	20.24
23760	Painter, Maintenance	18.40
23790	Pipefitter, Maintenance	19.38
23800	Plumber, Maintenance	18.40
23820	Pneudraulic Systems Mechanic	19.38
23850	Rigger	19.38
23870	Scale Mechanic	17.44
23890	Sheet-Metal Worker, Maintenance	19.41
23910	Small Engine Mechanic	17.44
23930	Telecommunication Mechanic I	19.77
23931	Telecommunication Mechanic II	20.76
23950	Telephone Lineman	19.38
23960	Welder, Combination, Maintenance	19.38
23965	Well Driller	19.38

23970	Woodcraft Worker	19.38
23980	Woodworker	15.50
24000	Personal Needs Occupations	
24570	Child Care Attendant	9.62
24580	Child Care Center Clerk	11.99
24600	Chore Aid	9.46
24630	Homemaker	13.30
25000	Plant and System Operation Occupations	
25010	Boiler Tender	21.32
25040	Sewage Plant Operator	20.78
25070	Stationary Engineer	21.32
25190	Ventilation Equipment Tender	14.53
25210	Water Treatment Plant Operator	20.78
27000	Protective Service Occupations	
	Police Officer	27.50
27004	Alarm Monitor	18.60
27006	Corrections Officer	21.89
27010	Court Security Officer	22.00
27040	Detention Officer	21.89
27070	Firefighter	18.02
27101	Guard I	8.80
27102	Guard II	19.29
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	16.76
28020	Hatch Tender	16.76
28030	Line Handler	16.76
28040	Stevedore I	15.68
28050	Stevedore II	17.85
29000	Technical Occupations	
21150	Graphic Artist	20.90
29010	Air Traffic Control Specialist, Center (2)	29.09
29011	Air Traffic Control Specialist, Station (2)	20.06
29012	Air Traffic Control Specialist, Terminal (2)	22.09
29023	Archeological Technician I	18.70
29024	Archeological Technician II	20.91
29025	Archeological Technician III	25.89
29030	Cartographic Technician	26.70
29035	Computer Based Training (CBT) Specialist/ Instructor	26.44
29040	Civil Engineering Technician	23.22
29061	Drafter I	16.07
29062	Drafter II	17.17
29063	Drafter III	21.68
29064	Drafter IV	25.89
29081	Engineering Technician I	13.26

29082	Engineering Technician II	14.87
29083	Engineering Technician III	16.67
29084	Engineering Technician IV	20.92
29085	Engineering Technician V	25.23
29086	Engineering Technician VI	30.52
29090	Environmental Technician	18.47
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	22.99
29210	Laboratory Technician	17.74
29240	Mathematical Technician	24.81
29361	Paralegal/Legal Assistant I	17.20
29362	Paralegal/Legal Assistant II	19.24
29363	Paralegal/Legal Assistant III	23.22
29364	Paralegal/Legal Assistant IV	28.44
29390	Photooptics Technician	21.57
29480	Technical Writer	26.24
29491	Unexploded Ordnance (UXO) Technician I	18.49
29492	Unexploded Ordnance (UXO) Technician II	22.37
29493	Unexploded Ordnance (UXO) Technician III	26.81
29494	Unexploded (UXO) Safety Escort	18.49
29495	Unexploded (UXO) Sweep Personnel	18.49
29620	Weather Observer, Senior (3)	19.01
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.99
29622	Weather Observer, Upper Air (3)	17.99
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	16.36
31260	Parking and Lot Attendant	7.61
31290	Shuttle Bus Driver	10.36
31300	Taxi Driver	8.81
31361	Truckdriver, Light Truck	10.68
31362	Truckdriver, Medium Truck	14.69
31363	Truckdriver, Heavy Truck	16.81
31364	Truckdriver, Tractor-Trailer	16.81
99000	Miscellaneous Occupations	
99020	Animal Caretaker	11.89
99030	Cashier	9.40
99041	Carnival Equipment Operator	12.70
99042	Carnival Equipment Repairer	13.53
99043	Carnival Worker	10.27
99050	Desk Clerk	9.62
99095	Embalmer	18.49
99300	Lifeguard	9.71
99310	Mortician	16.99
99350	Park Attendant (Aide)	12.20
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.89
99500	Recreation Specialist	13.30

99510	Recycling Worker	13.18
99610	Sales Clerk	10.17
99620	School Crossing Guard (Crosswalk Attendant)	10.27
99630	Sport Official	9.71
99658	Survey Party Chief (Chief of Party)	19.68
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.34
99660	Surveying Aide	9.72
99690	Swimming Pool Operator	15.15
99720	Vending Machine Attendant	12.70
99730	Vending Machine Repairer	15.15
99740	Vending Machine Repairer Helper	12.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These

differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.


6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2057
Revision No.: 29
Date of Last Revision: 09/05/2002

State: California

Area: California Counties of Imperial, San Diego

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.92
01012	Accounting Clerk II	11.91
01013	Accounting Clerk III	13.91
01014	Accounting Clerk IV	17.29
01030	Court Reporter	15.05
01050	Dispatcher, Motor Vehicle	14.63
01060	Document Preparation Clerk	11.29
01070	Messenger (Courier)	9.87
01090	Duplicating Machine Operator	11.29
01110	Film/Tape Librarian	13.39
01115	General Clerk I	7.56
01116	General Clerk II	8.49
01117	General Clerk III	11.15
01118	General Clerk IV	13.40
01120	Housing Referral Assistant	18.99
01131	Key Entry Operator I	10.96
01132	Key Entry Operator II	12.43
01191	Order Clerk I	11.38
01192	Order Clerk II	14.19
01261	Personnel Assistant (Employment) I	13.30
01262	Personnel Assistant (Employment) II	15.50
01263	Personnel Assistant (Employment) III	17.08
01264	Personnel Assistant (Employment) IV	19.98
01270	Production Control Clerk	16.45
01290	Rental Clerk	13.10
01300	Scheduler, Maintenance	13.10
01311	Secretary I	13.10
01312	Secretary II	14.50
01313	Secretary III	18.99
01314	Secretary IV	21.47
01315	Secretary V	25.37
01320	Service Order Dispatcher	13.43
01341	Stenographer I	11.52

01342	Stenographer II	12.95
01400	Supply Technician	21.47
01420	Survey Worker (Interviewer)	14.36
01460	Switchboard Operator-Receptionist	11.13
01510	Test Examiner	14.50
01520	Test Proctor	14.50
01531	Travel Clerk I	10.26
01532	Travel Clerk II	11.22
01533	Travel Clerk III	12.32
01611	Word Processor I	12.67
01612	Word Processor II	15.57
01613	Word Processor III	18.97
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	11.06
03041	Computer Operator I	12.61
03042	Computer Operator II	14.11
03043	Computer Operator III	16.93
03044	Computer Operator IV	20.39
03045	Computer Operator V	22.57
03071	Computer Programmer I (1)	17.89
03072	Computer Programmer II (1)	22.17
03073	Computer Programmer III (1)	27.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.31
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.78
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	20.03
05010	Automotive Glass Installer	17.45
05040	Automotive Worker	17.45
05070	Electrician, Automotive	18.13
05100	Mobile Equipment Servicer	16.06
05130	Motor Equipment Metal Mechanic	18.76
05160	Motor Equipment Metal Worker	17.45
05190	Motor Vehicle Mechanic	18.43
05220	Motor Vehicle Mechanic Helper	15.06
05250	Motor Vehicle Upholstery Worker	16.81
05280	Motor Vehicle Wrecker	17.45
05310	Painter, Automotive	18.46
05340	Radiator Repair Specialist	17.45
05370	Tire Repairer	15.52
05400	Transmission Repair Specialist	18.76
07000	Food Preparation and Service Occupations	
	Food Service Worker	8.28
07010	Baker	12.00

07041	Cook I	11.04
07042	Cook II	12.00
07070	Dishwasher	8.28
07130	Meat Cutter	13.85
07250	Waiter/Waitress	8.96
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.13
09040	Furniture Handler	13.02
09070	Furniture Refinisher	18.13
09100	Furniture Refinisher Helper	15.06
09110	Furniture Repairer, Minor	16.81
09130	Upholsterer	18.13
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.52
11060	Elevator Operator	8.28
11090	Gardener	11.04
11121	House Keeping Aid I	8.01
11122	House Keeping Aid II	8.84
11150	Janitor	8.38
11210	Laborer, Grounds Maintenance	9.86
11240	Maid or Houseman	8.34
11270	Pest Controller	11.56
11300	Refuse Collector	9.52
11330	Tractor Operator	10.36
11360	Window Cleaner	9.72
12000	Health Occupations	
12020	Dental Assistant	14.61
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.27
12071	Licensed Practical Nurse I	12.34
12072	Licensed Practical Nurse II	13.84
12073	Licensed Practical Nurse III	15.52
12100	Medical Assistant	10.73
12130	Medical Laboratory Technician	13.67
12160	Medical Record Clerk	13.89
12190	Medical Record Technician	14.58
12221	Nursing Assistant I	7.83
12222	Nursing Assistant II	8.86
12223	Nursing Assistant III	9.60
12224	Nursing Assistant IV	10.80
12250	Pharmacy Technician	13.21
12280	Phlebotomist	13.04
12311	Registered Nurse I	23.10
12312	Registered Nurse II	27.21
12313	Registered Nurse II, Specialist	27.21
12314	Registered Nurse III	32.33

12315	Registered Nurse III, Anesthetist	32.33
12316	Registered Nurse IV	38.74
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	19.52
13011	Exhibits Specialist I	16.76
13012	Exhibits Specialist II	19.53
13013	Exhibits Specialist III	23.89
13041	Illustrator I	17.97
13042	Illustrator II	20.93
13043	Illustrator III	25.61
13047	Librarian	23.60
13050	Library Technician	13.58
13071	Photographer I	13.02
13072	Photographer II	16.76
13073	Photographer III	19.53
13074	Photographer IV	23.89
13075	Photographer V	28.91
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.38
15030	Counter Attendant	7.38
15040	Dry Cleaner	9.03
15070	Finisher, Flatwork, Machine	7.38
15090	Presser, Hand	7.38
15100	Presser, Machine, Drycleaning	7.38
15130	Presser, Machine, Shirts	7.38
15160	Presser, Machine, Wearing Apparel, Laundry	7.38
15190	Sewing Machine Operator	9.61
15220	Tailor	10.18
15250	Washer, Machine	7.88
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	18.13
19040	Tool and Die Maker	22.25
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	17.67
21020	Material Coordinator	14.10
21030	Material Expediter	14.10
21040	Material Handling Laborer	9.82
21050	Order Filler	10.36
21071	Forklift Operator	13.28
21080	Production Line Worker (Food Processing)	12.65
21100	Shipping/Receiving Clerk	11.26
21130	Shipping Packer	11.86
21140	Store Worker I	9.64
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.58
21210	Tools and Parts Attendant	11.77

21400	Warehouse Specialist	12.95
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	20.38
23040	Aircraft Mechanic Helper	15.06
23050	Aircraft Quality Control Inspector	21.25
23060	Aircraft Servicer	16.81
23070	Aircraft Worker	17.45
23100	Appliance Mechanic	18.13
23120	Bicycle Repairer	15.52
23125	Cable Splicer	21.57
23130	Carpenter, Maintenance	18.13
23140	Carpet Layer	17.45
23160	Electrician, Maintenance	19.95
23181	Electronics Technician, Maintenance I	12.94
23182	Electronics Technician, Maintenance II	20.68
23183	Electronics Technician, Maintenance III	24.77
23260	Fabric Worker	16.81
23290	Fire Alarm System Mechanic	18.76
23310	Fire Extinguisher Repairer	16.06
23340	Fuel Distribution System Mechanic	20.64
23370	General Maintenance Worker	17.45
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.76
23430	Heavy Equipment Mechanic	20.37
23440	Heavy Equipment Operator	24.28
23460	Instrument Mechanic	19.30
23470	Laborer	10.95
23500	Locksmith	18.13
23530	Machinery Maintenance Mechanic	22.42
23550	Machinist, Maintenance	18.96
23580	Maintenance Trades Helper	15.06
23640	Millwright	21.42
23700	Office Appliance Repairer	18.13
23740	Painter, Aircraft	18.46
23760	Painter, Maintenance	18.13
23790	Pipefitter, Maintenance	18.76
23800	Plumber, Maintenance	18.13
23820	Pneudraulic Systems Mechanic	18.76
23850	Rigger	18.76
23870	Scale Mechanic	17.45
23890	Sheet-Metal Worker, Maintenance	18.76
23910	Small Engine Mechanic	17.45
23930	Telecommunication Mechanic I	18.76
23931	Telecommunication Mechanic II	21.75
23950	Telephone Lineman	18.76
23960	Welder, Combination, Maintenance	18.76
23965	Well Driller	19.74
23970	Woodcraft Worker	18.76
23980	Woodworker	16.06

24000	Personal Needs Occupations	
24570	Child Care Attendant	8.88
24580	Child Care Center Clerk	12.39
24600	Chore Aid	9.19
24630	Homemaker	15.53
25000	Plant and System Operation Occupations	
25010	Boiler Tender	20.64
25040	Sewage Plant Operator	21.59
25070	Stationary Engineer	22.34
25190	Ventilation Equipment Tender	15.06
25210	Water Treatment Plant Operator	21.59
27000	Protective Service Occupations	
	Police Officer	23.40
27004	Alarm Monitor	18.05
27006	Corrections Officer	19.87
27010	Court Security Officer	21.07
27040	Detention Officer	21.07
27070	Firefighter	18.83
27101	Guard I	8.43
27102	Guard II	16.10
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	16.80
28020	Hatch Tender	14.66
28030	Line Handler	14.66
28040	Stevedore I	14.76
28050	Stevedore II	16.52
29000	Technical Occupations	
21150	Graphic Artist	20.28
29010	Air Traffic Control Specialist, Center (2)	29.27
29011	Air Traffic Control Specialist, Station (2)	20.18
29012	Air Traffic Control Specialist, Terminal (2)	22.23
29023	Archeological Technician I	17.17
29024	Archeological Technician II	19.21
29025	Archeological Technician III	23.80
29030	Cartographic Technician	22.77
29035	Computer Based Training (CBT) Specialist/ Instructor	23.75
29040	Civil Engineering Technician	22.87
29061	Drafter I	13.34
29062	Drafter II	14.98
29063	Drafter III	19.27
29064	Drafter IV	22.46
29081	Engineering Technician I	14.99
29082	Engineering Technician II	16.83
29083	Engineering Technician III	20.26

29084	Engineering Technician IV	24.68
29085	Engineering Technician V	30.06
29086	Engineering Technician VI	36.39
29090	Environmental Technician	18.18
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	23.75
29210	Laboratory Technician	16.61
29240	Mathematical Technician	21.38
29361	Paralegal/Legal Assistant I	17.86
29362	Paralegal/Legal Assistant II	22.39
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31260	Parking and Lot Attendant	7.60
31290	Shuttle Bus Driver	10.57
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99620	School Crossing Guard (Crosswalk Attendant)	8.28
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99690	Swimming Pool Operator	12.34
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**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2059
Revision No.: 21
Date of Last Revision: 06/07/2002

State: California

Area: California Counties of Marin, San Francisco, San Mateo

OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	12.86
01012	Accounting Clerk II	13.16
01013	Accounting Clerk III	15.07
01014	Accounting Clerk IV	17.04
01030	Court Reporter	18.78
01050	Dispatcher, Motor Vehicle	16.98
01060	Document Preparation Clerk	14.10
01070	Messenger (Courier)	11.74
01090	Duplicating Machine Operator	12.82
01110	Film/Tape Librarian	15.75
01115	General Clerk I	10.99
01116	General Clerk II	12.35
01117	General Clerk III	15.18
01118	General Clerk IV	18.35
01120	Housing Referral Assistant	19.09
01131	Key Entry Operator I	11.26
01132	Key Entry Operator II	14.35
01191	Order Clerk I	11.99
01192	Order Clerk II	16.51
01261	Personnel Assistant (Employment) I	12.82
01262	Personnel Assistant (Employment) II	14.41
01263	Personnel Assistant (Employment) III	19.17
01264	Personnel Assistant (Employment) IV	20.30
01270	Production Control Clerk	17.58
01290	Rental Clerk	17.66
01300	Scheduler, Maintenance	16.68
01311	Secretary I	16.68
01312	Secretary II	17.74

01313	Secretary III	19.09
01314	Secretary IV	21.18
01315	Secretary V	25.57
01320	Service Order Dispatcher	15.97
01341	Stenographer I	18.70
01342	Stenographer II	21.53
01400	Supply Technician	21.16
01420	Survey Worker (Interviewer)	14.84
01460	Switchboard Operator-Receptionist	12.09
01510	Test Examiner	17.74
01520	Test Proctor	17.74
01531	Travel Clerk I	12.18
01532	Travel Clerk II	13.08
01533	Travel Clerk III	14.11
01611	Word Processor I	13.28
01612	Word Processor II	14.92
01613	Word Processor III	20.32

03000 Automatic Data Processing Occupations

03010	Computer Data Librarian	14.10
03041	Computer Operator I	14.03
03042	Computer Operator II	15.69
03043	Computer Operator III	18.00
03044	Computer Operator IV	19.65
03045	Computer Operator V	21.80
03071	Computer Programmer I (1)	18.29
03072	Computer Programmer II (1)	22.65
03073	Computer Programmer III (1)	27.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.62
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	14.03

05000 Automotive Service Occupations

05005	Automotive Body Repairer, Fiberglass	21.67
05010	Automotive Glass Installer	19.83
05040	Automotive Worker	22.80
05070	Electrician, Automotive	23.86
05100	Mobile Equipment Servicer	20.76
05130	Motor Equipment Metal Mechanic	24.92
05160	Motor Equipment Metal Worker	22.80
05190	Motor Vehicle Mechanic	24.71
05220	Motor Vehicle Mechanic Helper	19.48
05250	Motor Vehicle Upholstery Worker	21.79
05280	Motor Vehicle Wrecker	22.80
05310	Painter, Automotive	23.86
05340	Radiator Repair Specialist	22.80
05370	Tire Repairer	17.44

05400	Transmission Repair Specialist	24.92
07000	Food Preparation and Service Occupations	
	Food Service Worker	12.45
07010	Baker	18.24
07041	Cook I	13.60
07042	Cook II	18.24
07070	Dishwasher	12.45
07130	Meat Cutter	18.24
07250	Waiter/Waitress	13.50
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	20.75
09040	Furniture Handler	14.42
09070	Furniture Refinisher	20.75
09100	Furniture Refinisher Helper	16.94
09110	Furniture Repairer, Minor	18.95
09130	Upholsterer	20.75
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	12.45
11060	Elevator Operator	12.62
11090	Gardener	17.04
11121	House Keeping Aid I	11.40
11122	House Keeping Aid II	12.45
11150	Janitor	12.62
11210	Laborer, Grounds Maintenance	17.04
11240	Maid or Houseman	11.40
11270	Pest Controller	17.43
11300	Refuse Collector	16.67
11330	Tractor Operator	17.93
11360	Window Cleaner	13.69
12000	Health Occupations	
12020	Dental Assistant	14.23
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.02
12071	Licensed Practical Nurse I	11.87
12072	Licensed Practical Nurse II	13.32
12073	Licensed Practical Nurse III	14.91
12100	Medical Assistant	14.84
12130	Medical Laboratory Technician	14.84
12160	Medical Record Clerk	12.67
12190	Medical Record Technician	17.01
12221	Nursing Assistant I	9.27
12222	Nursing Assistant II	10.42
12223	Nursing Assistant III	11.38
12224	Nursing Assistant IV	12.77
12250	Pharmacy Technician	16.16

12280	Phlebotomist	14.84
12311	Registered Nurse I	26.17
12312	Registered Nurse II	31.45
12313	Registered Nurse II, Specialist	31.45
12314	Registered Nurse III	38.87
12315	Registered Nurse III, Anesthetist	38.87
12316	Registered Nurse IV	42.88
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	19.49
13011	Exhibits Specialist I	19.53
13012	Exhibits Specialist II	22.97
13013	Exhibits Specialist III	27.68
13041	Illustrator I	19.11
13042	Illustrator II	22.48
13043	Illustrator III	27.09
13047	Librarian	27.07
13050	Library Technician	15.92
13071	Photographer I	16.59
13072	Photographer II	18.56
13073	Photographer III	21.83
13074	Photographer IV	26.31
13075	Photographer V	31.82
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	10.33
15030	Counter Attendant	10.33
15040	Dry Cleaner	13.41
15070	Finisher, Flatwork, Machine	10.33
15090	Presser, Hand	10.33
15100	Presser, Machine, Drycleaning	10.33
15130	Presser, Machine, Shirts	10.33
15160	Presser, Machine, Wearing Apparel, Laundry	10.33
15190	Sewing Machine Operator	14.00
15220	Tailor	14.94
15250	Washer, Machine	11.41
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	20.75
19040	Tool and Die Maker	24.43
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	18.05
21020	Material Coordinator	17.88
21030	Material Expediter	17.88
21040	Material Handling Laborer	16.23
21050	Order Filler	14.58
21071	Forklift Operator	17.38
21080	Production Line Worker (Food Processing)	17.09

21100	Shipping/Receiving Clerk	16.84
21130	Shipping Packer	16.84
21140	Store Worker I	11.42
21150	Stock Clerk (Shelf Stocker; Store Worker II)	15.05
21210	Tools and Parts Attendant	16.75
21400	Warehouse Specialist	17.09
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	22.09
23040	Aircraft Mechanic Helper	17.09
23050	Aircraft Quality Control Inspector	24.16
23060	Aircraft Servicer	19.45
23070	Aircraft Worker	20.63
23100	Appliance Mechanic	20.75
23120	Bicycle Repairer	18.57
23125	Cable Splicer	23.84
23130	Carpenter, Maintenance	24.97
23140	Carpet Layer	21.81
23160	Electrician, Maintenance	32.15
23181	Electronics Technician, Maintenance I	19.57
23182	Electronics Technician, Maintenance II	23.79
23183	Electronics Technician, Maintenance III	25.64
23260	Fabric Worker	20.38
23290	Fire Alarm System Mechanic	24.92
23310	Fire Extinguisher Repairer	20.75
23340	Fuel Distribution System Mechanic	24.92
23370	General Maintenance Worker	19.22
23400	Heating, Refrigeration and Air Conditioning Mechanic	21.67
23430	Heavy Equipment Mechanic	21.87
23440	Heavy Equipment Operator	25.63
23460	Instrument Mechanic	22.99
23470	Laborer	14.75
23500	Locksmith	20.75
23530	Machinery Maintenance Mechanic	21.67
23550	Machinist, Maintenance	21.67
23580	Maintenance Trades Helper	16.94
23640	Millwright	22.99
23700	Office Appliance Repairer	21.80
23740	Painter, Aircraft	20.75
23760	Painter, Maintenance	20.75
23790	Pipefitter, Maintenance	26.54
23800	Plumber, Maintenance	26.25
23820	Pneudraulic Systems Mechanic	24.92
23850	Rigger	21.67
23870	Scale Mechanic	22.80
23890	Sheet-Metal Worker, Maintenance	25.33
23910	Small Engine Mechanic	19.83
23930	Telecommunication Mechanic I	21.67
23931	Telecommunication Mechanic II	24.16

23950	Telephone Lineman	22.99
23960	Welder, Combination, Maintenance	21.67
23965	Well Driller	24.04
23970	Woodcraft Worker	22.99
23980	Woodworker	18.05
24000	Personal Needs Occupations	
24570	Child Care Attendant	10.37
24580	Child Care Center Clerk	15.21
24600	Chore Aid	11.40
24630	Homemaker	12.47
25000	Plant and System Operation Occupations	
25010	Boiler Tender	27.10
25040	Sewage Plant Operator	25.67
25070	Stationary Engineer	27.14
25190	Ventilation Equipment Tender	17.09
25210	Water Treatment Plant Operator	23.34
27000	Protective Service Occupations	
	Police Officer	31.75
27004	Alarm Monitor	16.87
27006	Corrections Officer	25.80
27010	Court Security Officer	27.41
27040	Detention Officer	25.80
27070	Firefighter	24.81
27101	Guard I	10.05
27102	Guard II	16.87
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	20.45
28020	Hatch Tender	20.45
28030	Line Handler	20.45
28040	Stevedore I	17.76
28050	Stevedore II	19.46
29000	Technical Occupations	
21150	Graphic Artist	24.17
29010	Air Traffic Control Specialist, Center (2)	30.92
29011	Air Traffic Control Specialist, Station (2)	21.33
29012	Air Traffic Control Specialist, Terminal (2)	23.48
29023	Archeological Technician I	19.32
29024	Archeological Technician II	22.31
29025	Archeological Technician III	27.61
29030	Cartographic Technician	21.83
29035	Computer Based Training (CBT) Specialist/ Instructor	26.66
29040	Civil Engineering Technician	25.69
29061	Drafter I	18.68
29062	Drafter II	20.98

29063	Drafter III	23.47
29064	Drafter IV	27.61
29081	Engineering Technician I	16.49
29082	Engineering Technician II	18.50
29083	Engineering Technician III	20.14
29084	Engineering Technician IV	24.02
29085	Engineering Technician V	27.50
29086	Engineering Technician VI	33.28
29090	Environmental Technician	20.07
29100	Flight Simulator/Instructor (Pilot)	28.28
29160	Instructor	20.50
29210	Laboratory Technician	18.50
29240	Mathematical Technician	24.68
29361	Paralegal/Legal Assistant I	16.66
29362	Paralegal/Legal Assistant II	19.76
29363	Paralegal/Legal Assistant III	24.16
29364	Paralegal/Legal Assistant IV	29.25
29390	Photooptics Technician	21.27
29480	Technical Writer	26.20
29491	Unexploded Ordnance (UXO) Technician I	19.65
29492	Unexploded Ordnance (UXO) Technician II	23.78
29493	Unexploded Ordnance (UXO) Technician III	28.50
29494	Unexploded (UXO) Safety Escort	19.65
29495	Unexploded (UXO) Sweep Personnel	19.65
29620	Weather Observer, Senior (3)	22.47
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	20.22
29622	Weather Observer, Upper Air (3)	20.22
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	18.14
31260	Parking and Lot Attendant	11.78
31290	Shuttle Bus Driver	17.28
31300	Taxi Driver	14.75
31361	Truckdriver, Light Truck	15.71
31362	Truckdriver, Medium Truck	18.14
31363	Truckdriver, Heavy Truck	21.32
31364	Truckdriver, Tractor-Trailer	21.32
99000	Miscellaneous Occupations	
99020	Animal Caretaker	14.54
99030	Cashier	10.70
99041	Carnival Equipment Operator	15.59
99042	Carnival Equipment Repairer	16.60
99043	Carnival Worker	12.45
99050	Desk Clerk	11.64
99095	Embalmer	20.51
99300	Lifeguard	10.33
99310	Mortician	20.51

99350	Park Attendant (Aide)	12.97
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.86
99500	Recreation Specialist	14.35
99510	Recycling Worker	19.57
99610	Sales Clerk	10.13
99620	School Crossing Guard (Crosswalk Attendant)	12.45
99630	Sport Official	10.33
99658	Survey Party Chief (Chief of Party)	34.53
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	23.47
99660	Surveying Aide	19.95
99690	Swimming Pool Operator	18.24
99720	Vending Machine Attendant	15.59
99730	Vending Machine Repairer	18.24
99740	Vending Machine Repairer Helper	15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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unlisted class(es) of employees performs any contract work.

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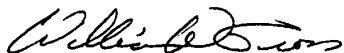
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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2061
Revision No.: 18
Date of Last Revision: 06/07/2002

State: California

Area: California Counties of Santa Clara, Santa Cruz

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.33
Accounting Clerk II	12.39
Accounting Clerk III	15.07
Accounting Clerk IV	17.04
Court Reporter	16.68
Dispatcher, Motor Vehicle	16.67
Document Preparation Clerk	13.62
Duplicating Machine Operator	13.20
Film/Tape Librarian	12.73
General Clerk I	11.00
General Clerk II	12.35
General Clerk III	14.25
General Clerk IV	16.57
Housing Referral Assistant	19.05
Key Entry Operator I	11.72
Key Entry Operator II	14.15
Messenger (Courier)	11.22
Order Clerk I	12.67
Order Clerk II	13.84
Personnel Assistant (Employment) I	11.46
Personnel Assistant (Employment) II	12.86
Personnel Assistant (Employment) III	14.84
Personnel Assistant (Employment) IV	17.26
Production Control Clerk	18.80
Rental Clerk	13.30
Scheduler, Maintenance	13.30
Secretary I	13.30
Secretary II	16.68
Secretary III	19.05
Secretary IV	21.58
Secretary V	25.59
Service Order Dispatcher	13.30

Stenographer I	11.84
Stenographer II	13.30
Supply Technician	21.68
Survey Worker (Interviewer)	13.18
Switchboard Operator-Receptionist	12.09
Test Examiner	16.68
Test Proctor	16.68
Travel Clerk I	11.75
Travel Clerk II	12.79
Travel Clerk III	13.80
Word Processor I	13.22
Word Processor II	14.85
Word Processor III	17.03

Automatic Data Processing Occupations

Computer Data Librarian	13.98
Computer Operator I	13.16
Computer Operator II	14.77
Computer Operator III	17.46
Computer Operator IV	19.65
Computer Operator V	21.80
Computer Programmer I (1)	17.01
Computer Programmer II (1)	21.05
Computer Programmer III (1)	25.76
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.20
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.16

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	18.44
Automotive Glass Installer	16.88
Automotive Worker	19.41
Electrician, Automotive	20.32
Mobile Equipment Servicer	17.66
Motor Equipment Metal Mechanic	21.21
Motor Equipment Metal Worker	19.41
Motor Vehicle Mechanic	21.21
Motor Vehicle Mechanic Helper	16.73
Motor Vehicle Upholstery Worker	18.55
Motor Vehicle Wrecker	19.41
Painter, Automotive	20.32
Radiator Repair Specialist	19.41
Tire Repairer	14.84
Transmission Repair Specialist	21.21

Food Preparation and Service Occupations

Baker	11.95
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Cook I	13.37
Cook II	13.40
Dishwasher	8.93
Food Service Worker	10.27
Meat Cutter	14.74
Waiter/Waitress	9.68

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.37
Furniture Handler	13.25
Furniture Refinisher	18.37
Furniture Refinisher Helper	15.13
Furniture Repairer, Minor	16.77
Upholsterer	18.37

General Services and Support Occupations

Cleaner, Vehicles	8.33
Elevator Operator	10.27
Gardener	13.41
House Keeping Aid I	8.57
House Keeping Aid II	9.34
Janitor	10.27
Laborer, Grounds Maintenance	11.13
Maid or Houseman	9.43
Pest Controller	14.09
Refuse Collector	10.27
Tractor Operator	12.72
Window Cleaner	11.13

Health Occupations

Dental Assistant	14.91
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.96
Licensed Practical Nurse I	11.87
Licensed Practical Nurse II	13.32
Licensed Practical Nurse III	14.91
Medical Assistant	13.32
Medical Laboratory Technician	13.32
Medical Record Clerk	12.11
Medical Record Technician	16.29
Nursing Assistant I	9.27
Nursing Assistant II	10.42
Nursing Assistant III	11.38
Nursing Assistant IV	12.77
Pharmacy Technician	14.96
Phlebotomist	13.32
Registered Nurse I	18.46
Registered Nurse II	22.57
Registered Nurse II, Specialist	22.57
Registered Nurse III	27.31

Registered Nurse III, Anesthetist	27.31
Registered Nurse IV	32.74

Information and Arts Occupations

Audiovisual Librarian	17.99
Exhibits Specialist I	18.79
Exhibits Specialist II	20.43
Exhibits Specialist III	24.97
Illustrator I	21.68
Illustrator II	23.58
Illustrator III	28.84
Librarian	25.59
Library Technician	15.71
Photographer I	14.65
Photographer II	17.54
Photographer III	19.08
Photographer IV	23.33
Photographer V	28.23

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.06
Counter Attendant	8.06
Dry Cleaner	10.78
Finisher, Flatwork, Machine	8.06
Presser, Hand	8.06
Presser, Machine, Drycleaning	8.06
Presser, Machine, Shirts	8.06
Presser, Machine, Wearing Apparel, Laundry	8.06
Sewing Machine Operator	11.75
Tailor	12.72
Washer, Machine	9.05

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	20.64
Tool and Die Maker	24.25

Material Handling and Packing Occupations

Forklift Operator	13.93
Fuel Distribution System Operator	15.98
Material Coordinator	16.73
Material Expediter	16.73
Material Handling Laborer	12.69
Order Filler	13.23
Production Line Worker (Food Processing)	13.51
Shipping Packer	13.09
Shipping/Receiving Clerk	13.09
Stock Clerk (Shelf Stocker; Store Worker II)	13.09
Store Worker I	11.33
Tools and Parts Attendant	14.12

Warehouse Specialist	15.32
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Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	22.58
Aircraft Mechanic Helper	17.11
Aircraft Quality Control Inspector	23.24
Aircraft Servicer	18.96
Aircraft Worker	19.84
Appliance Mechanic	20.21
Bicycle Repairer	15.44
Cable Splicer	21.10
Carpenter, Maintenance	21.13
Carpet Layer	19.31
Electrician, Maintenance	24.26
Electronics Technician, Maintenance I	14.60
Electronics Technician, Maintenance II	20.55
Electronics Technician, Maintenance III	25.27
Fabric Worker	18.45
Fire Alarm System Mechanic	21.10
Fire Extinguisher Repairer	17.56
Fuel Distribution System Mechanic	20.66
General Maintenance Worker	13.72
Heating, Refrigeration and Air Conditioning Mechanic	22.64
Heavy Equipment Mechanic	20.77
Heavy Equipment Operator	20.32
Instrument Mechanic	21.10
Laborer	10.26
Locksmith	20.21
Machinery Maintenance Mechanic	19.70
Machinist, Maintenance	20.67
Maintenance Trades Helper	15.13
Millwright	20.18
Office Appliance Repairer	20.21
Painter, Aircraft	18.37
Painter, Maintenance	18.37
Pipefitter, Maintenance	24.26
Plumber, Maintenance	23.23
Pneudraulic Systems Mechanic	21.10
Rigger	19.18
Scale Mechanic	19.31
Sheet-Metal Worker, Maintenance	23.29
Small Engine Mechanic	17.55
Telecommunication Mechanic I	20.76
Telecommunication Mechanic II	23.18
Telephone Lineman	22.11
Welder, Combination, Maintenance	19.18
Well Driller	21.10
Woodcraft Worker	21.10
Woodworker	15.98

Miscellaneous Occupations

Animal Caretaker	10.13
Carnival Equipment Operator	11.46
Carnival Equipment Repairer	12.09
Carnival Worker	9.26
Cashier	6.74
Desk Clerk	7.59
Embalmer	20.47
Lifeguard	6.75
Mortician	20.47
Park Attendant (Aide)	8.50
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.75
Recreation Specialist	10.51
Recycling Worker	12.71
Sales Clerk	6.75
School Crossing Guard (Crosswalk Attendant)	8.49
Sport Official	6.75
Survey Party Chief (Chief of Party)	13.41
Surveying Aide	6.74
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.50
Swimming Pool Operator	12.68
Vending Machine Attendant	10.93
Vending Machine Repairer	12.68
Vending Machine Repairer Helper	10.93

Personal Needs Occupations

Child Care Attendant	7.59
Child Care Center Clerk	9.46
Chore Aid	8.96
Homemaker	9.90

Plant and System Operation Occupations

Boiler Tender	23.99
Sewage Plant Operator	23.09
Stationary Engineer	23.99
Ventilation Equipment Tender	16.43
Water Treatment Plant Operator	21.22

Protective Service Occupations

Alarm Monitor	11.07
Corrections Officer	25.44
Court Security Officer	27.41
Detention Officer	25.44
Firefighter	24.81
Guard I	9.85
Guard II	11.14
Police Officer	31.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.65
Hatch Tender	15.65
Line Handler	15.65
Stevedore I	13.60
Stevedore II	14.88

Technical Occupations

Air Traffic Control Specialist, Center (2)	30.92
Air Traffic Control Specialist, Station (2)	21.33
Air Traffic Control Specialist, Terminal (2)	23.48
Archeological Technician I	12.15
Archeological Technician II	13.59
Archeological Technician III	16.84
Cartographic Technician	18.52
Civil Engineering Technician	18.52
Computer Based Training (CBT) Specialist/ Instructor	23.56
Drafter I	15.00
Drafter II	16.84
Drafter III	20.17
Drafter IV	21.94
Engineering Technician I	13.68
Engineering Technician II	17.13
Engineering Technician III	19.90
Engineering Technician IV	23.43
Engineering Technician V	27.69
Engineering Technician VI	32.47
Environmental Technician	18.95
Flight Simulator/Instructor (Pilot)	26.05
Graphic Artist	24.20
Instructor	21.04
Laboratory Technician	18.11
Mathematical Technician	21.94
Paralegal/Legal Assistant I	17.49
Paralegal/Legal Assistant II	19.83
Paralegal/Legal Assistant III	24.17
Paralegal/Legal Assistant IV	29.32
Photooptics Technician	18.63
Technical Writer	28.82
Unexploded (UXO) Safety Escort	19.65
Unexploded (UXO) Sweep Personnel	19.65
Unexploded Ordnance (UXO) Technician I	19.65
Unexploded Ordnance (UXO) Technician II	23.78
Unexploded Ordnance (UXO) Technician III	28.50
Weather Observer, Combined Upper Air and Surface Programs (3)	19.35
Weather Observer, Senior (3)	21.48
Weather Observer, Upper Air (3)	19.35

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	10.74
Parking and Lot Attendant	7.59
Shuttle Bus Driver	10.22
Taxi Driver	8.79
Truckdriver, Heavy Truck	18.33
Truckdriver, Light Truck	10.08
Truckdriver, Medium Truck	10.59
Truckdriver, Tractor-Trailer	18.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2063
Revision No.: 18
Date of Last Revision: 07/15/2002

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.74
Accounting Clerk II	11.11
Accounting Clerk III	13.07
Accounting Clerk IV	14.60
Court Reporter	14.43
Dispatcher, Motor Vehicle	14.45
Document Preparation Clerk	11.67
Duplicating Machine Operator	11.67
Film/Tape Librarian	13.59
General Clerk I	9.19
General Clerk II	10.71
General Clerk III	13.49
General Clerk IV	15.36
Housing Referral Assistant	18.88
Key Entry Operator I	11.18
Key Entry Operator II	12.62
Messenger (Courier)	10.07
Order Clerk I	10.75
Order Clerk II	12.29
Personnel Assistant (Employment) I	12.25
Personnel Assistant (Employment) II	13.79
Personnel Assistant (Employment) III	15.05
Personnel Assistant (Employment) IV	16.87
Production Control Clerk	16.80
Rental Clerk	11.42
Scheduler, Maintenance	13.30
Secretary I	13.30
Secretary II	14.43
Secretary III	18.88
Secretary IV	20.20
Secretary V	20.57
Service Order Dispatcher	13.80
Stenographer I	12.91

Stenographer II	14.92
Supply Technician	16.78
Survey Worker (Interviewer)	15.75
Switchboard Operator-Receptionist	10.84
Test Examiner	14.43
Test Proctor	14.43
Travel Clerk I	10.44
Travel Clerk II	10.99
Travel Clerk III	11.67
Word Processor I	12.99
Word Processor II	15.63
Word Processor III	16.40

Automatic Data Processing Occupations

Computer Data Librarian	14.36
Computer Operator I	11.26
Computer Operator II	15.44
Computer Operator III	17.25
Computer Operator IV	19.17
Computer Operator V	21.23
Computer Programmer I (1)	16.58
Computer Programmer II (1)	20.56
Computer Programmer III (1)	23.96
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.28

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.23
Automotive Glass Installer	17.70
Automotive Worker	17.70
Electrician, Automotive	18.48
Mobile Equipment Servicer	16.12
Motor Equipment Metal Mechanic	19.23
Motor Equipment Metal Worker	17.70
Motor Vehicle Mechanic	17.48
Motor Vehicle Mechanic Helper	13.96
Motor Vehicle Upholstery Worker	16.83
Motor Vehicle Wrecker	17.70
Painter, Automotive	18.48
Radiator Repair Specialist	17.70
Tire Repairer	14.15
Transmission Repair Specialist	17.48

Food Preparation and Service Occupations

Baker	13.21
Cook I	12.02

Cook II	13.21
Dishwasher	9.00
Food Service Worker	9.00
Meat Cutter	16.93
Waiter/Waitress	9.95

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	16.80
Furniture Handler	12.16
Furniture Refinisher	18.37
Furniture Refinisher Helper	14.84
Furniture Repairer, Minor	16.80
Upholsterer	18.37

General Services and Support Occupations

Cleaner, Vehicles	9.00
Elevator Operator	11.10
Gardener	12.85
House Keeping Aid I	8.07
House Keeping Aid II	9.17
Janitor	9.64
Laborer, Grounds Maintenance	10.65
Maid or Houseman	8.07
Pest Controller	14.28
Refuse Collector	13.09
Tractor Operator	12.24
Window Cleaner	10.66

Health Occupations

Dental Assistant	13.81
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
Licensed Practical Nurse I	14.28
Licensed Practical Nurse II	16.02
Licensed Practical Nurse III	17.93
Medical Assistant	14.19
Medical Laboratory Technician	12.90
Medical Record Clerk	12.90
Medical Record Technician	13.53
Nursing Assistant I	7.95
Nursing Assistant II	8.94
Nursing Assistant III	9.75
Nursing Assistant IV	10.94
Pharmacy Technician	13.15
Phlebotomist	11.58
Registered Nurse I	17.66
Registered Nurse II	21.59
Registered Nurse II, Specialist	21.59
Registered Nurse III	26.11
Registered Nurse III, Anesthetist	26.11

Registered Nurse IV	31.30
Information and Arts Occupations	
Audiovisual Librarian	22.03
Exhibits Specialist I	18.23
Exhibits Specialist II	22.68
Exhibits Specialist III	24.75
Illustrator I	17.62
Illustrator II	22.26
Illustrator III	23.04
Librarian	20.40
Library Technician	13.56
Photographer I	15.22
Photographer II	17.01
Photographer III	21.69
Photographer IV	24.47
Photographer V	29.01
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.87
Counter Attendant	7.87
Dry Cleaner	9.37
Finisher, Flatwork, Machine	8.30
Presser, Hand	8.30
Presser, Machine, Drycleaning	8.25
Presser, Machine, Shirts	8.30
Presser, Machine, Wearing Apparel, Laundry	8.30
Sewing Machine Operator	9.74
Tailor	12.02
Washer, Machine	8.36
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.22
Tool and Die Maker	21.53
Material Handling and Packing Occupations	
Forklift Operator	13.49
Fuel Distribution System Operator	15.36
Material Coordinator	15.55
Material Expediter	16.80
Material Handling Laborer	11.90
Order Filler	13.74
Production Line Worker (Food Processing)	14.84
Shipping Packer	12.83
Shipping/Receiving Clerk	11.79
Stock Clerk (Shelf Stocker; Store Worker II)	12.83
Store Worker I	9.50
Tools and Parts Attendant	14.84
Warehouse Specialist	14.52

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19.11
Aircraft Mechanic Helper	14.84
Aircraft Quality Control Inspector	19.91
Aircraft Servicer	16.80
Aircraft Worker	17.57
Appliance Mechanic	16.80
Bicycle Repairer	14.15
Cable Splicer	20.10
Carpenter, Maintenance	21.45
Carpet Layer	16.15
Electrician, Maintenance	22.70
Electronics Technician, Maintenance I	19.73
Electronics Technician, Maintenance II	21.51
Electronics Technician, Maintenance III	24.08
Fabric Worker	16.80
Fire Alarm System Mechanic	20.10
Fire Extinguisher Repairer	16.84
Fuel Distribution System Mechanic	20.14
General Maintenance Worker	17.70
Heating, Refrigeration and Air Conditioning Mechanic	19.48
Heavy Equipment Mechanic	18.90
Heavy Equipment Operator	19.82
Instrument Mechanic	20.10
Laborer	10.36
Locksmith	18.37
Machinery Maintenance Mechanic	20.96
Machinist, Maintenance	18.84
Maintenance Trades Helper	13.96
Millwright	20.10
Office Appliance Repairer	18.37
Painter, Aircraft	18.37
Painter, Maintenance	16.80
Pipefitter, Maintenance	22.41
Plumber, Maintenance	21.53
Pneudraulic Systems Mechanic	20.10
Rigger	20.10
Scale Mechanic	18.51
Sheet-Metal Worker, Maintenance	18.12
Small Engine Mechanic	17.57
Telecommunication Mechanic I	20.10
Telecommunication Mechanic II	20.69
Telephone Lineman	20.10
Welder, Combination, Maintenance	17.48
Well Driller	19.11
Woodcraft Worker	19.11
Woodworker	15.99

Miscellaneous Occupations

Animal Caretaker	11.11
Carnival Equipment Operator	15.15
Carnival Equipment Repairer	15.89
Carnival Worker	10.35
Cashier	8.83
Desk Clerk	10.52
Embalmer	17.04
Lifeguard	10.07
Mortician	19.16
Park Attendant (Aide)	12.64
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.85
Recreation Specialist	14.57
Recycling Worker	16.67
Sales Clerk	10.06
School Crossing Guard (Crosswalk Attendant)	9.46
Sport Official	10.07
Survey Party Chief (Chief of Party)	20.86
Surveying Aide	13.74
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.84
Swimming Pool Operator	13.89
Vending Machine Attendant	12.63
Vending Machine Repairer	14.57
Vending Machine Repairer Helper	12.63

Personal Needs Occupations

Child Care Attendant	10.52
Child Care Center Clerk	13.83
Chore Aid	9.28
Homemaker	15.36

Plant and System Operation Occupations

Boiler Tender	19.11
Sewage Plant Operator	21.11
Stationary Engineer	20.10
Ventilation Equipment Tender	14.84
Water Treatment Plant Operator	21.24

Protective Service Occupations

Alarm Monitor	11.97
Corrections Officer	21.09
Court Security Officer	21.09
Detention Officer	21.09
Firefighter	19.16
Guard I	9.79
Guard II	10.41
Police Officer	23.01

Stevedoring/Longshoremen Occupations

Blocker and Bracer	17.57
Hatch Tender	16.40
Line Handler	16.40
Stevedore I	16.14
Stevedore II	17.64

Technical Occupations

Air Traffic Control Specialist, Center (2)	30.14
Air Traffic Control Specialist, Station (2)	20.79
Air Traffic Control Specialist, Terminal (2)	22.89
Archeological Technician I	16.06
Archeological Technician II	17.96
Archeological Technician III	22.26
Cartographic Technician	23.79
Civil Engineering Technician	21.20
Computer Based Training (CBT) Specialist/ Instructor	22.55
Drafter I	14.51
Drafter II	16.27
Drafter III	18.23
Drafter IV	22.26
Engineering Technician I	15.37
Engineering Technician II	17.90
Engineering Technician III	19.62
Engineering Technician IV	25.16
Engineering Technician V	30.88
Engineering Technician VI	37.37
Environmental Technician	17.02
Flight Simulator/Instructor (Pilot)	25.73
Graphic Artist	19.62
Instructor	21.58
Laboratory Technician	16.39
Mathematical Technician	17.34
Paralegal/Legal Assistant I	15.91
Paralegal/Legal Assistant II	20.32
Paralegal/Legal Assistant III	24.83
Paralegal/Legal Assistant IV	30.03
Photooptics Technician	18.89
Technical Writer	24.98
Unexploded (UXO) Safety Escort	19.16
Unexploded (UXO) Sweep Personnel	19.16
Unexploded Ordnance (UXO) Technician I	19.16
Unexploded Ordnance (UXO) Technician II	23.18
Unexploded Ordnance (UXO) Technician III	27.78
Weather Observer, Combined Upper Air and Surface Programs (3)	15.98
Weather Observer, Senior (3)	17.76
Weather Observer, Upper Air (3)	15.98

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.10
Parking and Lot Attendant	7.47
Shuttle Bus Driver	11.00
Taxi Driver	10.56
Truckdriver, Heavy Truck	15.39
Truckdriver, Light Truck	10.18
Truckdriver, Medium Truck	15.41
Truckdriver, Tractor-Trailer	15.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2067
Revision No.: 19
Date of Last Revision: 08/28/2002

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	8.83
01012	Accounting Clerk II	9.60
01013	Accounting Clerk III	11.77
01014	Accounting Clerk IV	13.19
01030	Court Reporter	13.70
01050	Dispatcher, Motor Vehicle	13.34
01060	Document Preparation Clerk	11.36
01070	Messenger (Courier)	9.09
01090	Duplicating Machine Operator	11.36
01110	Film/Tape Librarian	11.81
01115	General Clerk I	9.09
01116	General Clerk II	10.21
01117	General Clerk III	13.13
01118	General Clerk IV	14.70
01120	Housing Referral Assistant	14.45
01131	Key Entry Operator I	9.76
01132	Key Entry Operator II	11.16
01191	Order Clerk I	12.45
01192	Order Clerk II	13.54
01261	Personnel Assistant (Employment) I	11.29
01262	Personnel Assistant (Employment) II	12.67
01263	Personnel Assistant (Employment) III	14.18
01264	Personnel Assistant (Employment) IV	15.13
01270	Production Control Clerk	14.96
01290	Rental Clerk	11.13
01300	Scheduler, Maintenance	11.32
01311	Secretary I	11.32
01312	Secretary II	12.66
01313	Secretary III	14.45
01314	Secretary IV	16.04
01315	Secretary V	17.78
01320	Service Order Dispatcher	13.34
01341	Stenographer I	10.91

01342	Stenographer II	12.25
01400	Supply Technician	16.04
01420	Survey Worker (Interviewer)	13.72
01460	Switchboard Operator-Receptionist	9.56
01510	Test Examiner	12.66
01520	Test Proctor	12.66
01531	Travel Clerk I	10.11
01532	Travel Clerk II	10.97
01533	Travel Clerk III	11.83
01611	Word Processor I	9.08
01612	Word Processor II	9.90
01613	Word Processor III	10.99
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	11.13
03041	Computer Operator I	8.48
03042	Computer Operator II	11.30
03043	Computer Operator III	12.95
03044	Computer Operator IV	15.82
03045	Computer Operator V	17.51
03071	Computer Programmer I (1)	13.43
03072	Computer Programmer II (1)	16.29
03073	Computer Programmer III (1)	19.67
03074	Computer Programmer IV (1)	23.80
03101	Computer Systems Analyst I (1)	16.95
03102	Computer Systems Analyst II (1)	22.20
03103	Computer Systems Analyst III (1)	23.63
03160	Peripheral Equipment Operator	11.42
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	17.01
05010	Automotive Glass Installer	17.14
05040	Automotive Worker	15.81
05070	Electrician, Automotive	16.32
05100	Mobile Equipment Servicer	14.62
05130	Motor Equipment Metal Mechanic	17.01
05160	Motor Equipment Metal Worker	15.81
05190	Motor Vehicle Mechanic	16.46
05220	Motor Vehicle Mechanic Helper	13.94
05250	Motor Vehicle Upholstery Worker	15.13
05280	Motor Vehicle Wrecker	15.81
05310	Painter, Automotive	16.32
05340	Radiator Repair Specialist	15.81
05370	Tire Repairer	14.13
05400	Transmission Repair Specialist	17.01
07000	Food Preparation and Service Occupations	
	Food Service Worker	9.09
07010	Baker	12.09

07041	Cook I	11.08
07042	Cook II	12.09
07070	Dishwasher	9.09
07130	Meat Cutter	13.52
07250	Waiter/Waitress	9.98
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	16.32
09040	Furniture Handler	12.88
09070	Furniture Refinisher	16.32
09100	Furniture Refinisher Helper	13.94
09110	Furniture Repairer, Minor	15.13
09130	Upholsterer	16.32
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.09
11060	Elevator Operator	9.09
11090	Gardener	11.19
11121	House Keeping Aid I	9.09
11122	House Keeping Aid II	10.11
11150	Janitor	9.09
11210	Laborer, Grounds Maintenance	9.82
11240	Maid or Houseman	8.46
11270	Pest Controller	14.60
11300	Refuse Collector	11.50
11330	Tractor Operator	11.38
11360	Window Cleaner	9.98
12000	Health Occupations	
12020	Dental Assistant	12.00
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.80
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	12.04
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	9.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.37
12222	Nursing Assistant II	8.29
12223	Nursing Assistant III	9.05
12224	Nursing Assistant IV	10.15
12250	Pharmacy Technician	13.75
12280	Phlebotomist	12.36
12311	Registered Nurse I	15.85
12312	Registered Nurse II	19.40
12313	Registered Nurse II, Specialist	19.40
12314	Registered Nurse III	23.47

12315	Registered Nurse III, Anesthetist	23.47
12316	Registered Nurse IV	28.13
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	15.33
13011	Exhibits Specialist I	15.26
13012	Exhibits Specialist II	18.74
13013	Exhibits Specialist III	20.83
13041	Illustrator I	15.26
13042	Illustrator II	18.67
13043	Illustrator III	20.83
13047	Librarian	21.37
13050	Library Technician	13.21
13071	Photographer I	12.40
13072	Photographer II	13.67
13073	Photographer III	17.04
13074	Photographer IV	20.83
13075	Photographer V	25.20
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.18
15030	Counter Attendant	8.18
15040	Dry Cleaner	9.46
15070	Finisher, Flatwork, Machine	8.18
15090	Presser, Hand	8.18
15100	Presser, Machine, Drycleaning	8.18
15130	Presser, Machine, Shirts	8.18
15160	Presser, Machine, Wearing Apparel, Laundry	8.18
15190	Sewing Machine Operator	10.30
15220	Tailor	12.13
15250	Washer, Machine	8.95
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	16.32
19040	Tool and Die Maker	18.88
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.42
21020	Material Coordinator	16.61
21030	Material Expediter	16.61
21040	Material Handling Laborer	11.63
21050	Order Filler	12.01
21071	Forklift Operator	14.16
21080	Production Line Worker (Food Processing)	13.64
21100	Shipping/Receiving Clerk	16.15
21130	Shipping Packer	16.15
21140	Store Worker I	11.36
21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.80
21210	Tools and Parts Attendant	13.64

21400	Warehouse Specialist	13.64
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	17.62
23040	Aircraft Mechanic Helper	13.94
23050	Aircraft Quality Control Inspector	18.25
23060	Aircraft Servicer	15.35
23070	Aircraft Worker	16.19
23100	Appliance Mechanic	16.99
23120	Bicycle Repairer	14.13
23125	Cable Splicer	17.01
23130	Carpenter, Maintenance	18.65
23140	Carpet Layer	16.35
23160	Electrician, Maintenance	19.30
23181	Electronics Technician, Maintenance I	18.74
23182	Electronics Technician, Maintenance II	19.53
23183	Electronics Technician, Maintenance III	20.31
23260	Fabric Worker	15.35
23290	Fire Alarm System Mechanic	17.62
23310	Fire Extinguisher Repairer	14.76
23340	Fuel Distribution System Mechanic	17.62
23370	General Maintenance Worker	15.81
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.72
23430	Heavy Equipment Mechanic	20.24
23440	Heavy Equipment Operator	17.23
23460	Instrument Mechanic	18.71
23470	Laborer	9.65
23500	Locksmith	16.99
23530	Machinery Maintenance Mechanic	18.76
23550	Machinist, Maintenance	17.70
23580	Maintenance Trades Helper	13.94
23640	Millwright	19.45
23700	Office Appliance Repairer	16.99
23740	Painter, Aircraft	16.32
23760	Painter, Maintenance	16.32
23790	Pipefitter, Maintenance	19.56
23800	Plumber, Maintenance	18.77
23820	Pneudraulic Systems Mechanic	17.62
23850	Rigger	17.62
23870	Scale Mechanic	16.19
23890	Sheet-Metal Worker, Maintenance	17.16
23910	Small Engine Mechanic	15.81
23930	Telecommunication Mechanic I	18.92
23931	Telecommunication Mechanic II	19.68
23950	Telephone Lineman	18.92
23960	Welder, Combination, Maintenance	17.01
23965	Well Driller	17.01
23970	Woodcraft Worker	17.62
23980	Woodworker	14.62

24000	Personal Needs Occupations	
24570	Child Care Attendant	9.76
24580	Child Care Center Clerk	13.98
24600	Chore Aid	8.46
24630	Homemaker	13.52
25000	Plant and System Operation Occupations	
25010	Boiler Tender	19.59
25040	Sewage Plant Operator	20.25
25070	Stationary Engineer	19.59
25190	Ventilation Equipment Tender	13.94
25210	Water Treatment Plant Operator	19.65
27000	Protective Service Occupations	
	Police Officer	21.89
27004	Alarm Monitor	11.18
27006	Corrections Officer	19.41
27010	Court Security Officer	19.41
27040	Detention Officer	19.41
27070	Firefighter	18.02
27101	Guard I	8.21
27102	Guard II	14.17
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	16.19
28020	Hatch Tender	16.19
28030	Line Handler	16.19
28040	Stevedore I	14.39
28050	Stevedore II	15.60
29000	Technical Occupations	
21150	Graphic Artist	15.18
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	13.52
29024	Archeological Technician II	15.14
29025	Archeological Technician III	18.74
29030	Cartographic Technician	17.04
29035	Computer Based Training (CBT) Specialist/ Instructor	16.95
29040	Civil Engineering Technician	18.46
29061	Drafter I	11.10
29062	Drafter II	13.49
29063	Drafter III	15.26
29064	Drafter IV	18.74
29081	Engineering Technician I	11.70
29082	Engineering Technician II	14.22
29083	Engineering Technician III	16.08

29084	Engineering Technician IV	19.76
29085	Engineering Technician V	24.15
29086	Engineering Technician VI	29.22
29090	Environmental Technician	15.33
29100	Flight Simulator/Instructor (Pilot)	22.86
29160	Instructor	17.63
29210	Laboratory Technician	15.86
29240	Mathematical Technician	15.33
29361	Paralegal/Legal Assistant I	13.66
29362	Paralegal/Legal Assistant II	17.31
29363	Paralegal/Legal Assistant III	21.12
29364	Paralegal/Legal Assistant IV	25.63
29390	Photooptics Technician	13.94
29480	Technical Writer	19.48
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	13.95
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	12.55
29622	Weather Observer, Upper Air (3)	12.55
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	12.75
31260	Parking and Lot Attendant	11.08
31290	Shuttle Bus Driver	13.43
31300	Taxi Driver	11.73
31361	Truckdriver, Light Truck	12.21
31362	Truckdriver, Medium Truck	12.75
31363	Truckdriver, Heavy Truck	14.24
31364	Truckdriver, Tractor-Trailer	14.24
99000	Miscellaneous Occupations	
99020	Animal Caretaker	10.17
99030	Cashier	8.42
99041	Carnival Equipment Operator	10.63
99042	Carnival Equipment Repairer	11.08
99043	Carnival Worker	9.09
99050	Desk Clerk	9.76
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	17.93
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
99500	Recreation Specialist	13.52
99510	Recycling Worker	13.84
99610	Sales Clerk	9.91

99620	School Crossing Guard (Crosswalk Attendant)	9.09
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	19.37
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.03
99660	Surveying Aide	11.69
99690	Swimming Pool Operator	12.09
99720	Vending Machine Attendant	9.07
99730	Vending Machine Repairer	12.09
99740	Vending Machine Repairer Helper	10.00

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HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

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5) The contracting officer transmits the Wage and Hour decision to the contractor.

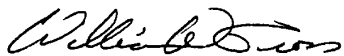
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2069
Revision No.: 20
Date of Last Revision: 06/07/2002

State: California

Area: California Counties of Napa, Solano, Sonoma

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	12.14
Accounting Clerk II	13.72
Accounting Clerk III	15.07
Accounting Clerk IV	17.04
Court Reporter	15.70
Dispatcher, Motor Vehicle	15.70
Document Preparation Clerk	13.86
Duplicating Machine Operator	13.07
Film/Tape Librarian	10.62
General Clerk I	10.99
General Clerk II	12.35
General Clerk III	15.52
General Clerk IV	17.41
Housing Referral Assistant	19.09
Key Entry Operator I	11.91
Key Entry Operator II	13.00
Messenger (Courier)	9.81
Order Clerk I	10.36
Order Clerk II	15.70
Personnel Assistant (Employment) I	12.98
Personnel Assistant (Employment) II	14.59
Personnel Assistant (Employment) III	15.43
Personnel Assistant (Employment) IV	19.92
Production Control Clerk	17.64
Rental Clerk	12.21
Scheduler, Maintenance	11.57
Secretary I	15.29
Secretary II	17.10
Secretary III	19.09
Secretary IV	21.87
Secretary V	24.06
Service Order Dispatcher	12.21
Stenographer I	10.87

Stenographer II	12.21
Supply Technician	21.87
Survey Worker (Interviewer)	13.08
Switchboard Operator-Receptionist	12.09
Test Examiner	15.70
Test Proctor	15.70
Travel Clerk I	10.65
Travel Clerk II	11.58
Travel Clerk III	12.55
Word Processor I	13.13
Word Processor II	14.75
Word Processor III	16.50

Automatic Data Processing Occupations

Computer Data Librarian	11.67
Computer Operator I	14.18
Computer Operator II	15.87
Computer Operator III	18.48
Computer Operator IV	19.65
Computer Operator V	21.78
Computer Programmer I (1)	17.26
Computer Programmer II (1)	21.35
Computer Programmer III (1)	26.13
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	26.13
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.34

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	20.27
Automotive Glass Installer	18.52
Automotive Worker	21.30
Electrician, Automotive	22.30
Mobile Equipment Servicer	19.38
Motor Equipment Metal Mechanic	23.26
Motor Equipment Metal Worker	21.30
Motor Vehicle Mechanic	23.26
Motor Vehicle Mechanic Helper	18.35
Motor Vehicle Upholstery Worker	20.34
Motor Vehicle Wrecker	21.30
Painter, Automotive	22.30
Radiator Repair Specialist	21.30
Tire Repairer	16.28
Transmission Repair Specialist	23.26

Food Preparation and Service Occupations

Baker	12.36
Cook I	13.30

Cook II	14.62
Dishwasher	9.22
Food Service Worker	10.43
Meat Cutter	15.21
Waiter/Waitress	9.76

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.01
Furniture Handler	12.99
Furniture Refinisher	18.01
Furniture Refinisher Helper	14.83
Furniture Repairer, Minor	16.43
Upholsterer	18.01

General Services and Support Occupations

Cleaner, Vehicles	8.99
Elevator Operator	10.60
Gardener	12.58
House Keeping Aid I	9.30
House Keeping Aid II	10.14
Janitor	10.64
Laborer, Grounds Maintenance	11.48
Maid or Houseman	9.72
Pest Controller	12.64
Refuse Collector	9.22
Tractor Operator	11.92
Window Cleaner	11.48

Health Occupations

Dental Assistant	12.01
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.17
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.35
Licensed Practical Nurse III	13.83
Medical Assistant	12.35
Medical Laboratory Technician	12.35
Medical Record Clerk	11.23
Medical Record Technician	13.54
Nursing Assistant I	8.98
Nursing Assistant II	10.11
Nursing Assistant III	11.02
Nursing Assistant IV	12.35
Pharmacy Technician	14.52
Phlebotomist	12.35
Registered Nurse I	17.13
Registered Nurse II	20.96
Registered Nurse II, Specialist	20.96
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37

Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	20.08
Exhibits Specialist I	13.46
Exhibits Specialist II	19.20
Exhibits Specialist III	23.47
Illustrator I	13.46
Illustrator II	19.20
Illustrator III	23.47
Librarian	22.21
Library Technician	13.65
Photographer I	10.95
Photographer II	12.24
Photographer III	15.17
Photographer IV	18.56
Photographer V	22.46
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.85
Counter Attendant	7.85
Dry Cleaner	10.59
Finisher, Flatwork, Machine	7.85
Presser, Hand	7.85
Presser, Machine, Drycleaning	7.85
Presser, Machine, Shirts	7.85
Presser, Machine, Wearing Apparel, Laundry	7.85
Sewing Machine Operator	10.66
Tailor	11.46
Washer, Machine	8.76
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.81
Tool and Die Maker	22.31
Material Handling and Packing Occupations	
Forklift Operator	17.38
Fuel Distribution System Operator	16.31
Material Coordinator	18.56
Material Expediter	18.56
Material Handling Laborer	15.07
Order Filler	12.89
Production Line Worker (Food Processing)	15.14
Shipping Packer	17.59
Shipping/Receiving Clerk	15.99
Stock Clerk (Shelf Stocker; Store Worker II)	15.05
Store Worker I	11.33
Tools and Parts Attendant	17.35
Warehouse Specialist	15.30

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19.99
Aircraft Mechanic Helper	14.94
Aircraft Quality Control Inspector	20.59
Aircraft Servicer	16.57
Aircraft Worker	17.58
Appliance Mechanic	18.01
Bicycle Repairer	15.12
Cable Splicer	19.59
Carpenter, Maintenance	21.56
Carpet Layer	17.58
Electrician, Maintenance	23.78
Electronics Technician, Maintenance I	19.02
Electronics Technician, Maintenance II	19.91
Electronics Technician, Maintenance III	20.79
Fabric Worker	16.57
Fire Alarm System Mechanic	19.59
Fire Extinguisher Repairer	15.65
Fuel Distribution System Mechanic	19.59
General Maintenance Worker	15.05
Heating, Refrigeration and Air Conditioning Mechanic	19.24
Heavy Equipment Mechanic	21.62
Heavy Equipment Operator	20.71
Instrument Mechanic	19.59
Laborer	12.20
Locksmith	18.01
Machinery Maintenance Mechanic	19.55
Machinist, Maintenance	20.68
Maintenance Trades Helper	14.83
Millwright	18.80
Office Appliance Repairer	18.60
Painter, Aircraft	18.12
Painter, Maintenance	18.01
Pipefitter, Maintenance	19.74
Plumber, Maintenance	18.91
Pneudraulic Systems Mechanic	19.59
Rigger	19.59
Scale Mechanic	17.58
Sheet-Metal Worker, Maintenance	18.84
Small Engine Mechanic	17.58
Telecommunication Mechanic I	18.80
Telecommunication Mechanic II	19.58
Telephone Lineman	18.80
Welder, Combination, Maintenance	18.80
Well Driller	21.50
Woodcraft Worker	19.59
Woodworker	15.65

Miscellaneous Occupations

Animal Caretaker	9.93
Carnival Equipment Operator	11.46
Carnival Equipment Repairer	12.09
Carnival Worker	9.26
Cashier	11.33
Desk Clerk	11.35
Embalmer	20.31
Lifeguard	10.33
Mortician	20.96
Park Attendant (Aide)	12.97
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.12
Recreation Specialist	15.73
Recycling Worker	11.41
Sales Clerk	10.12
School Crossing Guard (Crosswalk Attendant)	9.60
Sport Official	10.33
Survey Party Chief (Chief of Party)	23.71
Surveying Aide	11.29
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.49
Swimming Pool Operator	13.22
Vending Machine Attendant	11.41
Vending Machine Repairer	13.22
Vending Machine Repairer Helper	11.41

Personal Needs Occupations

Child Care Attendant	11.35
Child Care Center Clerk	14.15
Chore Aid	9.44
Homemaker	17.30

Plant and System Operation Occupations

Boiler Tender	23.16
Sewage Plant Operator	22.68
Stationary Engineer	23.78
Ventilation Equipment Tender	14.83
Water Treatment Plant Operator	22.68

Protective Service Occupations

Alarm Monitor	10.62
Corrections Officer	24.64
Court Security Officer	27.41
Detention Officer	24.64
Firefighter	24.81
Guard I	9.49
Guard II	10.62
Police Officer	31.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.79
Hatch Tender	16.79
Line Handler	16.79
Stevedore I	14.58
Stevedore II	15.57

Technical Occupations

Air Traffic Control Specialist, Center (2)	30.92
Air Traffic Control Specialist, Station (2)	21.33
Air Traffic Control Specialist, Terminal (2)	23.48
Archeological Technician I	13.37
Archeological Technician II	17.83
Archeological Technician III	22.07
Cartographic Technician	19.65
Civil Engineering Technician	22.07
Computer Based Training (CBT) Specialist/ Instructor	25.92
Drafter I	14.19
Drafter II	15.94
Drafter III	17.81
Drafter IV	22.07
Engineering Technician I	14.19
Engineering Technician II	16.39
Engineering Technician III	17.81
Engineering Technician IV	22.07
Engineering Technician V	26.99
Engineering Technician VI	32.67
Environmental Technician	20.76
Flight Simulator/Instructor (Pilot)	28.03
Graphic Artist	20.63
Instructor	22.72
Laboratory Technician	17.48
Mathematical Technician	22.07
Paralegal/Legal Assistant I	14.08
Paralegal/Legal Assistant II	20.71
Paralegal/Legal Assistant III	25.32
Paralegal/Legal Assistant IV	30.65
Photooptics Technician	17.45
Technical Writer	27.47
Unexploded (UXO) Safety Escort	19.65
Unexploded (UXO) Sweep Personnel	19.65
Unexploded Ordnance (UXO) Technician I	19.65
Unexploded Ordnance (UXO) Technician II	23.78
Unexploded Ordnance (UXO) Technician III	28.50
Weather Observer, Combined Upper Air and Surface Programs (3)	20.10
Weather Observer, Senior (3)	21.38
Weather Observer, Upper Air (3)	20.10

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	14.38
Parking and Lot Attendant	10.45
Shuttle Bus Driver	14.99
Taxi Driver	12.93
Truckdriver, Heavy Truck	18.32
Truckdriver, Light Truck	14.99
Truckdriver, Medium Truck	15.74
Truckdriver, Tractor-Trailer	18.32

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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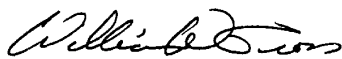
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William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2071

Revision No.: 18

Date of Last Revision: 08/13/2002

State: California

Area: California County of Ventura

**** Fringe Benefits Required Follow the Occupational Listing ****

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	11.00
01012	Accounting Clerk II	11.02
01013	Accounting Clerk III	14.51
01014	Accounting Clerk IV	16.76
01030	Court Reporter	17.03
01050	Dispatcher, Motor Vehicle	16.38
01060	Document Preparation Clerk	13.50
01070	Messenger (Courier)	8.40
01090	Duplicating Machine Operator	12.27
01110	Film/Tape Librarian	12.84
01115	General Clerk I	9.67
01116	General Clerk II	10.86
01117	General Clerk III	13.33
01118	General Clerk IV	16.07
01120	Housing Referral Assistant	18.29
01131	Key Entry Operator I	11.99
01132	Key Entry Operator II	13.09
01191	Order Clerk I	12.44
01192	Order Clerk II	13.57
01261	Personnel Assistant (Employment) I	13.04
01262	Personnel Assistant (Employment) II	13.29
01263	Personnel Assistant (Employment) III	17.57
01264	Personnel Assistant (Employment) IV	19.75
01270	Production Control Clerk	16.14
01290	Rental Clerk	14.44
01300	Scheduler, Maintenance	14.44
01311	Secretary I	14.44
01312	Secretary II	17.03
01313	Secretary III	18.29
01314	Secretary IV	21.37
01315	Secretary V	24.73
01320	Service Order Dispatcher	14.12
01341	Stenographer I	13.52

01342	Stenographer II	15.18
01400	Supply Technician	21.38
01420	Survey Worker (Interviewer)	14.77
01460	Switchboard Operator-Receptionist	11.40
01510	Test Examiner	17.03
01520	Test Proctor	17.03
01531	Travel Clerk I	10.27
01532	Travel Clerk II	10.99
01533	Travel Clerk III	11.58
01611	Word Processor I	13.42
01612	Word Processor II	15.08
01613	Word Processor III	16.86

03000 Automatic Data Processing Occupations

03010	Computer Data Librarian	12.91
03041	Computer Operator I	13.63
03042	Computer Operator II	15.22
03043	Computer Operator III	17.81
03044	Computer Operator IV	18.88
03045	Computer Operator V	20.92
03071	Computer Programmer I (1)	15.96
03072	Computer Programmer II (1)	19.76
03073	Computer Programmer III (1)	25.14
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.23
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.63
03160	Peripheral Equipment Operator	13.40

05000 Automotive Service Occupations

05005	Automotive Body Repairer, Fiberglass	19.94
05010	Automotive Glass Installer	20.26
05040	Automotive Worker	20.26
05070	Electrician, Automotive	19.16
05100	Mobile Equipment Servicer	16.63
05130	Motor Equipment Metal Mechanic	21.97
05160	Motor Equipment Metal Worker	20.26
05190	Motor Vehicle Mechanic	19.16
05220	Motor Vehicle Mechanic Helper	15.43
05250	Motor Vehicle Upholstery Worker	19.40
05280	Motor Vehicle Wrecker	20.26
05310	Painter, Automotive	21.08
05340	Radiator Repair Specialist	19.90
05370	Tire Repairer	14.54
05400	Transmission Repair Specialist	19.97

07000 Food Preparation and Service Occupations

	Food Service Worker	9.78
07010	Baker	15.40

07041	Cook I	14.48
07042	Cook II	9.99
07070	Dishwasher	9.78
07130	Meat Cutter	14.14
07250	Waiter/Waitress	10.83
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	17.35
09040	Furniture Handler	11.72
09070	Furniture Refinisher	17.35
09100	Furniture Refinisher Helper	13.96
09110	Furniture Repairer, Minor	15.96
09130	Upholsterer	17.35
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	10.76
11060	Elevator Operator	11.25
11090	Gardener	15.99
11121	House Keeping Aid I	8.74
11122	House Keeping Aid II	9.78
11150	Janitor	9.78
11210	Laborer, Grounds Maintenance	12.46
11240	Maid or Houseman	8.74
11270	Pest Controller	14.75
11300	Refuse Collector	12.39
11330	Tractor Operator	14.84
11360	Window Cleaner	10.83
12000	Health Occupations	
12020	Dental Assistant	14.43
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.64
12071	Licensed Practical Nurse I	12.65
12072	Licensed Practical Nurse II	14.19
12073	Licensed Practical Nurse III	15.87
12100	Medical Assistant	11.86
12130	Medical Laboratory Technician	14.19
12160	Medical Record Clerk	12.90
12190	Medical Record Technician	13.53
12221	Nursing Assistant I	8.05
12222	Nursing Assistant II	9.05
12223	Nursing Assistant III	8.97
12224	Nursing Assistant IV	11.30
12250	Pharmacy Technician	13.39
12280	Phlebotomist	14.19
12311	Registered Nurse I	19.23
12312	Registered Nurse II	23.54
12313	Registered Nurse II, Specialist	23.54
12314	Registered Nurse III	28.47

12315	Registered Nurse III, Anesthetist	28.47
12316	Registered Nurse IV	37.90
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	12.28
13011	Exhibits Specialist I	18.10
13012	Exhibits Specialist II	23.46
13013	Exhibits Specialist III	28.71
13041	Illustrator I	18.10
13042	Illustrator II	22.42
13043	Illustrator III	29.04
13047	Librarian	24.75
13050	Library Technician	13.83
13071	Photographer I	16.73
13072	Photographer II	20.70
13073	Photographer III	25.33
13074	Photographer IV	30.64
13075	Photographer V	29.48
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.51
15030	Counter Attendant	7.51
15040	Dry Cleaner	8.71
15070	Finisher, Flatwork, Machine	7.51
15090	Presser, Hand	7.51
15100	Presser, Machine, Drycleaning	7.51
15130	Presser, Machine, Shirts	7.51
15160	Presser, Machine, Wearing Apparel, Laundry	7.51
15190	Sewing Machine Operator	9.22
15220	Tailor	10.42
15250	Washer, Machine	8.09
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	17.35
19040	Tool and Die Maker	20.27
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	16.71
21020	Material Coordinator	15.98
21030	Material Expediter	15.98
21040	Material Handling Laborer	11.37
21050	Order Filler	11.47
21071	Forklift Operator	11.33
21080	Production Line Worker (Food Processing)	13.08
21100	Shipping/Receiving Clerk	11.72
21130	Shipping Packer	11.72
21140	Store Worker I	9.38
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.62
21210	Tools and Parts Attendant	13.89

21400	Warehouse Specialist	13.89
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	19.88
23040	Aircraft Mechanic Helper	13.96
23050	Aircraft Quality Control Inspector	19.73
23060	Aircraft Servicer	15.96
23070	Aircraft Worker	16.67
23100	Appliance Mechanic	17.35
23120	Bicycle Repairer	14.54
23125	Cable Splicer	20.78
23130	Carpenter, Maintenance	20.36
23140	Carpet Layer	16.67
23160	Electrician, Maintenance	23.91
23181	Electronics Technician, Maintenance I	17.63
23182	Electronics Technician, Maintenance II	19.20
23183	Electronics Technician, Maintenance III	23.52
23260	Fabric Worker	15.96
23290	Fire Alarm System Mechanic	18.07
23310	Fire Extinguisher Repairer	15.05
23340	Fuel Distribution System Mechanic	19.88
23370	General Maintenance Worker	16.67
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.74
23430	Heavy Equipment Mechanic	19.12
23440	Heavy Equipment Operator	22.83
23460	Instrument Mechanic	19.49
23470	Laborer	11.07
23500	Locksmith	17.35
23530	Machinery Maintenance Mechanic	18.54
23550	Machinist, Maintenance	18.99
23580	Maintenance Trades Helper	13.96
23640	Millwright	20.44
23700	Office Appliance Repairer	17.28
23740	Painter, Aircraft	19.09
23760	Painter, Maintenance	17.35
23790	Pipefitter, Maintenance	18.09
23800	Plumber, Maintenance	17.36
23820	Pneudraulic Systems Mechanic	18.07
23850	Rigger	20.78
23870	Scale Mechanic	17.44
23890	Sheet-Metal Worker, Maintenance	18.07
23910	Small Engine Mechanic	16.33
23930	Telecommunication Mechanic I	19.76
23931	Telecommunication Mechanic II	22.55
23950	Telephone Lineman	18.12
23960	Welder, Combination, Maintenance	18.07
23965	Well Driller	19.33
23970	Woodcraft Worker	18.07
23980	Woodworker	15.05

24000	Personal Needs Occupations	
24570	Child Care Attendant	10.03
24580	Child Care Center Clerk	14.40
24600	Chore Aid	9.71
24630	Homemaker	14.45
25000	Plant and System Operation Occupations	
25010	Boiler Tender	19.88
25040	Sewage Plant Operator	23.26
25070	Stationary Engineer	22.07
25190	Ventilation Equipment Tender	13.96
25210	Water Treatment Plant Operator	21.53
27000	Protective Service Occupations	
	Police Officer	26.61
27004	Alarm Monitor	14.06
27006	Corrections Officer	19.20
27010	Court Security Officer	19.20
27040	Detention Officer	19.20
27070	Firefighter	20.72
27101	Guard I	9.83
27102	Guard II	12.78
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	17.96
28020	Hatch Tender	15.89
28030	Line Handler	15.89
28040	Stevedore I	16.22
28050	Stevedore II	17.64
29000	Technical Occupations	
21150	Graphic Artist	21.88
29010	Air Traffic Control Specialist, Center (2)	30.15
29011	Air Traffic Control Specialist, Station (2)	20.79
29012	Air Traffic Control Specialist, Terminal (2)	22.89
29023	Archeological Technician I	16.93
29024	Archeological Technician II	18.94
29025	Archeological Technician III	23.45
29030	Cartographic Technician	24.54
29035	Computer Based Training (CBT) Specialist/ Instructor	23.80
29040	Civil Engineering Technician	23.27
29061	Drafter I	14.41
29062	Drafter II	16.17
29063	Drafter III	18.10
29064	Drafter IV	22.42
29081	Engineering Technician I	14.77
29082	Engineering Technician II	16.57
29083	Engineering Technician III	18.57

29084	Engineering Technician IV	22.28
29085	Engineering Technician V	26.48
29086	Engineering Technician VI	32.03
29090	Environmental Technician	18.10
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	23.80
29210	Laboratory Technician	16.23
29240	Mathematical Technician	20.71
29361	Paralegal/Legal Assistant I	17.26
29362	Paralegal/Legal Assistant II	19.86
29363	Paralegal/Legal Assistant III	24.31
29364	Paralegal/Legal Assistant IV	29.38
29390	Photooptics Technician	20.71
29480	Technical Writer	25.87
29491	Unexploded Ordnance (UXO) Technician I	19.16
29492	Unexploded Ordnance (UXO) Technician II	23.18
29493	Unexploded Ordnance (UXO) Technician III	27.78
29494	Unexploded (UXO) Safety Escort	19.16
29495	Unexploded (UXO) Sweep Personnel	19.16
29620	Weather Observer, Senior (3)	18.81
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.94
29622	Weather Observer, Upper Air (3)	16.94
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	15.43
31260	Parking and Lot Attendant	8.93
31290	Shuttle Bus Driver	12.68
31300	Taxi Driver	10.70
31361	Truckdriver, Light Truck	12.68
31362	Truckdriver, Medium Truck	13.42
31363	Truckdriver, Heavy Truck	16.96
31364	Truckdriver, Tractor-Trailer	16.96
99000	Miscellaneous Occupations	
99020	Animal Caretaker	11.87
99030	Cashier	10.70
99041	Carnival Equipment Operator	12.90
99042	Carnival Equipment Repairer	13.90
99043	Carnival Worker	9.78
99050	Desk Clerk	10.43
99095	Embalmer	19.16
99300	Lifeguard	10.07
99310	Mortician	19.16
99350	Park Attendant (Aide)	12.64
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.07
99500	Recreation Specialist	13.82
99510	Recycling Worker	16.31
99610	Sales Clerk	10.32

99620	School Crossing Guard (Crosswalk Attendant)	9.78
99630	Sport Official	10.07
99658	Survey Party Chief (Chief of Party)	16.50
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.43
99660	Surveying Aide	9.79
99690	Swimming Pool Operator	15.40
99720	Vending Machine Attendant	12.90
99730	Vending Machine Repairer	15.40
99740	Vending Machine Repairer Helper	12.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

EDUCATIONAL FUND: All educational expenses at accredited schools will be paid for if courses are job related or required for a degree.

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These

differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2073
Revision No.: 18
Date of Last Revision: 07/18/2002

State: California

Area: California Counties of Inyo, Kings, Tulare

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.41
Accounting Clerk II	10.28
Accounting Clerk III	11.96
Accounting Clerk IV	14.38
Court Reporter	12.81
Dispatcher, Motor Vehicle	13.81
Document Preparation Clerk	10.62
Duplicating Machine Operator	10.25
Film/Tape Librarian	12.34
General Clerk I	7.00
General Clerk II	7.87
General Clerk III	10.32
General Clerk IV	14.70
Housing Referral Assistant	12.74
Key Entry Operator I	7.51
Key Entry Operator II	10.86
Messenger (Courier)	8.20
Order Clerk I	9.71
Order Clerk II	10.60
Personnel Assistant (Employment) I	7.16
Personnel Assistant (Employment) II	8.05
Personnel Assistant (Employment) III	10.56
Personnel Assistant (Employment) IV	15.04
Production Control Clerk	15.67
Rental Clerk	11.80
Scheduler, Maintenance	12.34
Secretary I	11.26
Secretary II	12.61
Secretary III	12.74
Secretary IV	13.84
Secretary V	15.31
Service Order Dispatcher	12.34
Stenographer I	10.19

Stenographer II	11.44
Supply Technician	15.25
Survey Worker (Interviewer)	12.81
Switchboard Operator-Receptionist	9.46
Test Examiner	12.81
Test Proctor	12.81
Travel Clerk I	9.47
Travel Clerk II	9.97
Travel Clerk III	10.80
Word Processor I	10.71
Word Processor II	12.03
Word Processor III	13.48

Automatic Data Processing Occupations

Computer Data Librarian	10.43
Computer Operator I	10.23
Computer Operator II	11.44
Computer Operator III	12.74
Computer Operator IV	14.18
Computer Operator V	15.69
Computer Programmer I (1)	11.97
Computer Programmer II (1)	16.96
Computer Programmer III (1)	20.74
Computer Programmer IV (1)	24.34
Computer Systems Analyst I (1)	20.60
Computer Systems Analyst II (1)	24.18
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.73

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	18.88
Automotive Glass Installer	13.69
Automotive Worker	13.69
Electrician, Automotive	14.42
Mobile Equipment Servicer	12.22
Motor Equipment Metal Mechanic	15.16
Motor Equipment Metal Worker	13.69
Motor Vehicle Mechanic	15.16
Motor Vehicle Mechanic Helper	11.48
Motor Vehicle Upholstery Worker	12.95
Motor Vehicle Wrecker	13.69
Painter, Automotive	14.42
Radiator Repair Specialist	13.69
Tire Repairer	11.81
Transmission Repair Specialist	15.16

Food Preparation and Service Occupations

Baker	12.74
Cook I	11.37

Cook II	12.74
Dishwasher	9.32
Food Service Worker	8.50
Meat Cutter	12.74
Waiter/Waitress	9.21

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	14.27
Furniture Handler	10.78
Furniture Refinisher	15.70
Furniture Refinisher Helper	12.50
Furniture Repairer, Minor	14.09
Upholsterer	15.70

General Services and Support Occupations

Cleaner, Vehicles	8.47
Elevator Operator	9.56
Gardener	13.08
House Keeping Aid I	8.41
House Keeping Aid II	8.67
Janitor	9.54
Laborer, Grounds Maintenance	10.59
Maid or Houseman	8.41
Pest Controller	12.35
Refuse Collector	9.74
Tractor Operator	12.43
Window Cleaner	10.36

Health Occupations

Dental Assistant	12.00
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	9.77
Medical Laboratory Technician	10.75
Medical Record Clerk	10.75
Medical Record Technician	14.35
Nursing Assistant I	7.72
Nursing Assistant II	8.68
Nursing Assistant III	9.47
Nursing Assistant IV	10.62
Pharmacy Technician	12.61
Phlebotomist	12.36
Registered Nurse I	15.51
Registered Nurse II	18.98
Registered Nurse II, Specialist	18.98
Registered Nurse III	22.97
Registered Nurse III, Anesthetist	22.97

Registered Nurse IV	27.52
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Information and Arts Occupations

Audiovisual Librarian	14.50
Exhibits Specialist I	13.94
Exhibits Specialist II	17.27
Exhibits Specialist III	21.12
Illustrator I	13.94
Illustrator II	17.27
Illustrator III	21.12
Librarian	18.45
Library Technician	13.45
Photographer I	11.33
Photographer II	12.67
Photographer III	15.70
Photographer IV	19.20
Photographer V	23.23

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.72
Counter Attendant	7.72
Dry Cleaner	9.03
Finisher, Flatwork, Machine	7.72
Presser, Hand	7.72
Presser, Machine, Drycleaning	7.72
Presser, Machine, Shirts	7.72
Presser, Machine, Wearing Apparel, Laundry	7.72
Sewing Machine Operator	9.59
Tailor	10.09
Washer, Machine	8.33

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	15.70
Tool and Die Maker	18.37

Material Handling and Packing Occupations

Forklift Operator	9.96
Fuel Distribution System Operator	13.31
Material Coordinator	15.62
Material Expediter	15.62
Material Handling Laborer	7.40
Order Filler	9.94
Production Line Worker (Food Processing)	12.05
Shipping Packer	11.09
Shipping/Receiving Clerk	10.08
Stock Clerk (Shelf Stocker; Store Worker II)	12.62
Store Worker I	9.27
Tools and Parts Attendant	12.63
Warehouse Specialist	12.63

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	16.51
Aircraft Mechanic Helper	12.24
Aircraft Quality Control Inspector	17.11
Aircraft Servicer	14.09
Aircraft Worker	14.91
Appliance Mechanic	14.27
Bicycle Repairer	11.69
Cable Splicer	17.26
Carpenter, Maintenance	15.77
Carpet Layer	13.55
Electrician, Maintenance	17.59
Electronics Technician, Maintenance I	14.68
Electronics Technician, Maintenance II	17.78
Electronics Technician, Maintenance III	19.51
Fabric Worker	14.09
Fire Alarm System Mechanic	16.51
Fire Extinguisher Repairer	13.30
Fuel Distribution System Mechanic	16.51
General Maintenance Worker	12.89
Heating, Refrigeration and Air Conditioning Mechanic	16.63
Heavy Equipment Mechanic	16.51
Heavy Equipment Operator	16.37
Instrument Mechanic	16.51
Laborer	8.47
Locksmith	14.40
Machinery Maintenance Mechanic	15.01
Machinist, Maintenance	16.51
Maintenance Trades Helper	11.36
Millwright	16.51
Office Appliance Repairer	15.36
Painter, Aircraft	16.31
Painter, Maintenance	15.70
Pipefitter, Maintenance	17.34
Plumber, Maintenance	16.45
Pneudraulic Systems Mechanic	16.51
Rigger	16.51
Scale Mechanic	14.91
Sheet-Metal Worker, Maintenance	15.01
Small Engine Mechanic	14.91
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	17.39
Telephone Lineman	17.39
Welder, Combination, Maintenance	15.01
Well Driller	16.51
Woodcraft Worker	16.51
Woodworker	12.10

Miscellaneous Occupations

Animal Caretaker	10.14
Carnival Equipment Operator	11.66
Carnival Equipment Repairer	12.26
Carnival Worker	9.13
Cashier	8.21
Desk Clerk	7.95
Embalmer	17.93
Lifeguard	8.97
Mortician	17.93
Park Attendant (Aide)	11.26
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.80
Recreation Specialist	11.02
Recycling Worker	8.15
Sales Clerk	8.97
School Crossing Guard (Crosswalk Attendant)	8.69
Sport Official	7.80
Survey Party Chief (Chief of Party)	12.51
Surveying Aide	7.14
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.79
Swimming Pool Operator	14.01
Vending Machine Attendant	11.75
Vending Machine Repairer	14.01
Vending Machine Repairer Helper	11.75

Personal Needs Occupations

Child Care Attendant	8.87
Child Care Center Clerk	11.25
Chore Aid	7.71
Homemaker	12.12

Plant and System Operation Occupations

Boiler Tender	18.92
Sewage Plant Operator	16.37
Stationary Engineer	18.92
Ventilation Equipment Tender	12.24
Water Treatment Plant Operator	15.99

Protective Service Occupations

Alarm Monitor	9.03
Corrections Officer	18.00
Court Security Officer	21.74
Detention Officer	21.74
Firefighter	18.02
Guard I	7.46
Guard II	8.33
Police Officer	24.85

Stevedoring/Longshoremen Occupations

Blocker and Bracer	14.42
Hatch Tender	14.42
Line Handler	14.42
Stevedore I	13.64
Stevedore II	15.21

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.46
Archeological Technician II	13.95
Archeological Technician III	17.27
Cartographic Technician	17.22
Civil Engineering Technician	19.87
Computer Based Training (CBT) Specialist/ Instructor	20.60
Drafter I	11.25
Drafter II	12.46
Drafter III	13.94
Drafter IV	17.27
Engineering Technician I	11.92
Engineering Technician II	13.21
Engineering Technician III	14.79
Engineering Technician IV	18.31
Engineering Technician V	22.38
Engineering Technician VI	27.04
Environmental Technician	14.22
Flight Simulator/Instructor (Pilot)	23.77
Graphic Artist	18.41
Instructor	20.25
Laboratory Technician	12.78
Mathematical Technician	17.27
Paralegal/Legal Assistant I	14.78
Paralegal/Legal Assistant II	16.22
Paralegal/Legal Assistant III	19.83
Paralegal/Legal Assistant IV	24.00
Photooptics Technician	15.70
Technical Writer	23.33
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	12.78
Weather Observer, Senior (3)	14.22
Weather Observer, Upper Air (3)	12.78

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	12.71
Parking and Lot Attendant	9.06
Shuttle Bus Driver	13.19
Taxi Driver	12.24
Truckdriver, Heavy Truck	16.72
Truckdriver, Light Truck	12.97
Truckdriver, Medium Truck	13.76
Truckdriver, Tractor-Trailer	16.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

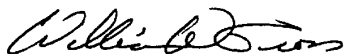
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2333
Revision No.: 20
Date of Last Revision: 05/28/2002

States: California, Nevada

Area: California Counties of Lassen, Mono
Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.82
Accounting Clerk II	11.81
Accounting Clerk III	12.95
Accounting Clerk IV	15.03
Court Reporter	13.42
Dispatcher, Motor Vehicle	13.42
Document Preparation Clerk	10.24
Duplicating Machine Operator	11.82
Film/Tape Librarian	11.44
General Clerk I	9.50
General Clerk II	10.70
General Clerk III	11.17
General Clerk IV	12.55
Housing Referral Assistant	16.72
Key Entry Operator I	10.57
Key Entry Operator II	12.35
Messenger (Courier)	9.29
Order Clerk I	10.84
Order Clerk II	12.82
Personnel Assistant (Employment) I	11.40
Personnel Assistant (Employment) II	12.79
Personnel Assistant (Employment) III	13.05
Personnel Assistant (Employment) IV	16.26
Production Control Clerk	13.97
Rental Clerk	10.40
Scheduler, Maintenance	13.16
Secretary I	13.16
Secretary II	13.42
Secretary III	16.72
Secretary IV	17.48
Secretary V	19.36
Service Order Dispatcher	12.14

Stenographer I	11.73
Stenographer II	13.16
Supply Technician	17.48
Survey Worker (Interviewer)	11.67
Switchboard Operator-Receptionist	9.57
Test Examiner	13.42
Test Proctor	13.42
Travel Clerk I	10.16
Travel Clerk II	10.68
Travel Clerk III	11.19
Word Processor I	11.21
Word Processor II	12.49
Word Processor III	13.96

Automatic Data Processing Occupations

Computer Data Librarian	12.87
Computer Operator I	9.22
Computer Operator II	11.75
Computer Operator III	13.63
Computer Operator IV	15.16
Computer Operator V	16.79
Computer Programmer I (1)	14.81
Computer Programmer II (1)	18.37
Computer Programmer III (1)	22.96
Computer Programmer IV (1)	26.41
Computer Systems Analyst I (1)	20.99
Computer Systems Analyst II (1)	25.39
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.21

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	20.04
Automotive Glass Installer	17.84
Automotive Worker	17.84
Electrician, Automotive	19.19
Mobile Equipment Servicer	15.74
Motor Equipment Metal Mechanic	19.19
Motor Equipment Metal Worker	17.84
Motor Vehicle Mechanic	19.73
Motor Vehicle Mechanic Helper	15.74
Motor Vehicle Upholstery Worker	17.84
Motor Vehicle Wrecker	17.84
Painter, Automotive	18.61
Radiator Repair Specialist	17.84
Tire Repairer	13.42
Transmission Repair Specialist	19.19

Food Preparation and Service Occupations

Baker	10.73
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Cook I	9.61
Cook II	10.42
Dishwasher	7.20
Food Service Worker	7.72
Meat Cutter	10.73
Waiter/Waitress	7.15

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	17.26
Furniture Handler	13.89
Furniture Refinisher	17.26
Furniture Refinisher Helper	13.89
Furniture Repairer, Minor	15.55
Upholsterer	15.74

General Services and Support Occupations

Cleaner, Vehicles	7.70
Elevator Operator	8.48
Gardener	10.62
House Keeping Aid I	7.83
House Keeping Aid II	8.44
Janitor	8.48
Laborer, Grounds Maintenance	9.04
Maid or Houseman	7.83
Pest Controller	9.93
Refuse Collector	8.48
Tractor Operator	10.15
Window Cleaner	9.04

Health Occupations

Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.55
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	12.36
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.23
Nursing Assistant II	9.24
Nursing Assistant III	10.09
Nursing Assistant IV	11.32
Pharmacy Technician	12.78
Phlebotomist	12.36
Registered Nurse I	15.04
Registered Nurse II	23.26
Registered Nurse II, Specialist	23.26
Registered Nurse III	22.27

Registered Nurse III, Anesthetist	22.27
Registered Nurse IV	26.68

Information and Arts Occupations

Audiovisual Librarian	15.20
Exhibits Specialist I	13.22
Exhibits Specialist II	16.36
Exhibits Specialist III	20.02
Illustrator I	13.22
Illustrator II	16.36
Illustrator III	20.02
Librarian	19.36
Library Technician	10.95
Photographer I	14.07
Photographer II	14.95
Photographer III	18.49
Photographer IV	22.64
Photographer V	27.37

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.98
Counter Attendant	7.98
Dry Cleaner	8.86
Finisher, Flatwork, Machine	7.98
Presser, Hand	7.98
Presser, Machine, Drycleaning	8.72
Presser, Machine, Shirts	7.98
Presser, Machine, Wearing Apparel, Laundry	7.98
Sewing Machine Operator	9.34
Tailor	9.73
Washer, Machine	8.74

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	15.83
Tool and Die Maker	18.84

Material Handling and Packing Occupations

Forklift Operator	16.17
Fuel Distribution System Operator	15.74
Material Coordinator	12.51
Material Expediter	15.07
Material Handling Laborer	11.85
Order Filler	12.73
Production Line Worker (Food Processing)	11.88
Shipping Packer	11.88
Shipping/Receiving Clerk	11.88
Stock Clerk (Shelf Stocker; Store Worker II)	12.42
Store Worker I	10.53
Tools and Parts Attendant	13.85

Warehouse Specialist	11.88
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.98
Aircraft Mechanic Helper	13.89
Aircraft Quality Control Inspector	18.69
Aircraft Servicer	15.55
Aircraft Worker	16.40
Appliance Mechanic	15.74
Bicycle Repairer	13.42
Cable Splicer	19.47
Carpenter, Maintenance	18.88
Carpet Layer	15.74
Electrician, Maintenance	19.47
Electronics Technician, Maintenance I	11.67
Electronics Technician, Maintenance II	16.08
Electronics Technician, Maintenance III	17.69
Fabric Worker	15.28
Fire Alarm System Mechanic	17.98
Fire Extinguisher Repairer	15.07
Fuel Distribution System Mechanic	17.98
General Maintenance Worker	14.94
Heating, Refrigeration and Air Conditioning Mechanic	18.24
Heavy Equipment Mechanic	18.51
Heavy Equipment Operator	18.62
Instrument Mechanic	17.98
Laborer	8.48
Locksmith	17.26
Machinery Maintenance Mechanic	18.49
Machinist, Maintenance	18.62
Maintenance Trades Helper	14.16
Millwright	17.98
Office Appliance Repairer	16.58
Painter, Aircraft	16.58
Painter, Maintenance	16.42
Pipefitter, Maintenance	19.47
Plumber, Maintenance	18.92
Pneudraulic Systems Mechanic	17.98
Rigger	17.98
Scale Mechanic	16.40
Sheet-Metal Worker, Maintenance	17.98
Small Engine Mechanic	15.07
Telecommunication Mechanic I	17.72
Telecommunication Mechanic II	18.69
Telephone Lineman	17.98
Welder, Combination, Maintenance	16.93
Well Driller	17.98
Woodcraft Worker	17.98
Woodworker	15.74

Miscellaneous Occupations

Animal Caretaker	8.45
Carnival Equipment Operator	8.03
Carnival Equipment Repairer	8.39
Carnival Worker	6.70
Cashier	8.11
Desk Clerk	9.95
Embalmer	17.93
Lifeguard	11.84
Mortician	9.42
Park Attendant (Aide)	14.66
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.15
Recreation Specialist	10.38
Recycling Worker	7.37
Sales Clerk	9.42
School Crossing Guard (Crosswalk Attendant)	18.10
Sport Official	11.47
Survey Party Chief (Chief of Party)	15.72
Surveying Aide	11.52
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.64
Swimming Pool Operator	11.52
Vending Machine Attendant	10.15
Vending Machine Repairer	11.52
Vending Machine Repairer Helper	10.15

Personal Needs Occupations

Child Care Attendant	9.95
Child Care Center Clerk	12.40
Chore Aid	6.84
Homemaker	15.16

Plant and System Operation Occupations

Boiler Tender	17.98
Sewage Plant Operator	20.67
Stationary Engineer	17.98
Ventilation Equipment Tender	13.89
Water Treatment Plant Operator	18.88

Protective Service Occupations

Alarm Monitor	11.41
Corrections Officer	19.14
Court Security Officer	19.14
Detention Officer	19.14
Firefighter	18.02
Guard I	9.02
Guard II	12.43
Police Officer	22.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	13.59
Hatch Tender	13.59
Line Handler	13.59
Stevedore I	11.83
Stevedore II	14.16

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.80
Archeological Technician II	13.21
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Cartographic Technician	15.44
Civil Engineering Technician	17.89
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Drafter II	12.44
Drafter III	13.22
Drafter IV	16.36
Engineering Technician I	13.70
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Weather Observer, Combined Upper Air and Surface Programs (3)	13.12
Weather Observer, Senior (3)	17.44
Weather Observer, Upper Air (3)	13.12

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	12.62
Parking and Lot Attendant	8.75
Shuttle Bus Driver	13.39
Taxi Driver	10.73
Truckdriver, Heavy Truck	16.80
Truckdriver, Light Truck	13.59
Truckdriver, Medium Truck	15.02
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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.